

Safeguarding Bulletin

Safeguarding adults and young people at risk

ann craft trust
acting against abuse

April 2023

Issue 123

Bringing you the latest research and news on safeguarding adults and young people at risk.

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Martin Bertulis, Practice and Planning Specialist, Macintyre
From Issue 84, July 2013.

Editor's Note—Stuart Sale, CEO

Welcome to edition 123 of the Ann Craft Trust Quarterly Safeguarding Bulletin

I am absolutely delighted to be writing this, my first Editor's Note, after taking up the role of CEO at the Ann Craft Trust.

I've spent years reading these immensely useful bulletins, even contributing on the odd occasion, and I look forward to the email nearly as much as I used to look forward to receiving hard copies through the post as part of my paid-up Ann Craft Trust membership! So, to now write this as editor fills me with a huge amount of pride.

Before I go any further, I want to reflect on the amazing job that our former CEO Dr Deborah Kitson did, not only in driving forward the work of the Ann Craft Trust, but also in playing a role in shaping the national safeguarding agenda.

Her passion and dedication to raising the profile of safeguarding leaves an amazing legacy and I know that if I achieve half of what Deborah did in her time as CEO I will have been successful.

For those concerned, I pledge that comments on major sporting events, food and national celebrations will continue!

“

I want to reflect on the amazing job that our former CEO Dr Deborah Kitson did.

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I, along with everyone at the Ann Craft Trust, wish Deborah all the best in her retirement. We will do all we can to ensure that both Deborah's and Ann Craft's legacy are sustained!

For those who are curious about me, I've spent the last 20 years working across adult social care undertaking a range of roles relating to safeguarding. This includes responsibility for safeguarding adults arrangements in Nottinghamshire, and most recently, as the Group Manager for their Maximising Independence Service. This service brings together a number of teams whose aim is to work with people in a variety of ways to promote, maintain and maximise their independence. The service does this through short term co-produced support and through empowering people to access services in their communities.

This work is so important for wellbeing – both for those who use services and organisations support, and for the staff, who get to work in a way that is empowering, proportionate and partnership-based. This protects against abuse and neglect while ensuring that staff remain accountable. Those with any knowledge of the Care Act will, I'm sure, recognise the intended play on words there, and I believe that our greatest safeguarding tool is preventing someone being subjected to harm or abuse in the first place.

I'm really pleased that, as I've got to know the staff and work of The Trust a little more, the importance of prevention shines through. We work with Sport England, Sport Wales and UK Sport to make sure that sports and activity clubs are safe and inclusive. We also take a person-centred focus when conducting audits or consultancy work, which we provide to a range of organisations.

Wellbeing is the main focus of this year's Safeguarding Adults Week – both for people we support and for staff. Having been a recipient of the material, dedication and tireless work of The Ann Craft Trust during Safeguarding Adults Week in previous roles, I'm delighted to be a part of this brilliant initiative now that I'm a member of the team. You'll find

further information about the themes for each day in this edition. Interestingly, we've also managed to find an archived article for this bulletin which touches on the wellbeing of staff faced with multiple safeguarding concerns written in 2013.

Safe and inclusive cultures is important in any organisation. I recently had the opportunity to present a workshop at the annual Disclosure and Barring Service conference. My colleague Cath Sykes and I provided some helpful tips and some things to think about for working towards a safer organisational culture.

We're also pleased to share an insight into the world of professional cricket and elite gymnastics in this edition. Both discussions demonstrate the importance of safe cultures and how fun, mutual respect and caring for each other don't come at the cost of success.

Leaders needs to set the tone, but this work has helped me reflect on how we all share a responsibility to create a safe and inclusive culture.

For now, all that is left for me to say is that I hope you enjoy this bulletin, and I look forward to collaborating with as many of you as I can in the future.

Stuart Sale

Safeguarding Adults Week 2023

Monday 20 – Friday 24 November
#SafeguardingAdultsWeek

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Safeguarding Adults Week 2023 takes place from Monday 20 – Friday 24 November 2023.

It's an opportunity for organisations to come together to raise awareness of important safeguarding issues. The aim is to highlight key safeguarding issues, start conversations and raise awareness of safeguarding best practice. Each day, we'll be focusing on a different safeguarding theme which relates to how individuals and organisations can safeguard themselves and others.

We'll be releasing information about seminars, resources, guidance and social media assets in the months leading up to the week. You can sign up to receive email updates [here](#).

During Safeguarding Adults Week 2023, we are focusing on how you can prioritise the welfare and wellbeing of yourself and others.

There's a strong link between safeguarding and mental and physical wellbeing. If someone's wellbeing is suffering, they may consider certain actions that put them at risk. The concept of 'wellbeing' is threaded throughout UK legislation and is part of the Law about how health and social care is provided. Our wellbeing includes our mental and physical health, our relationships, our connection with our communities and our contribution to society. Being able to live free from abuse and neglect is a key element of wellbeing. Any actions taken to safeguard an adult

must take their whole wellbeing into account and be proportionate to the risk of harm. We should work with people to understand what matters to them and consider their beliefs, views and feelings when offering support.

We would like to encourage you to think about what wellbeing means to you and what this means for the people you support during Safeguarding Adults Week 2023. We have selected themes for each day of the week, and hope these themes will guide you to enhance your knowledge and understanding of safeguarding adults within your organisation and communities.

It's important you look out for yourself and others. During the week, we will be exploring effective strategies for how individuals and organisations can promote the wellbeing of staff, volunteers and the people they support.

Monday: What's My Role in Safeguarding Adults?

On day one of Safeguarding Adults Week 2023, we want to encourage individuals and organisations from a diverse range of sectors to come together and consider 'what's my role in safeguarding adults?' Safeguarding adults is relevant and important in all sectors. Safeguarding is the responsibility of all staff, volunteers

and individuals within an organisation or the wider community. On this day, we will be sharing resources to raise awareness of what safeguarding is and how it applies to everyone.

We would love to hear about safeguarding in the context of your role or why you think safeguarding is important in your industry. Use the hashtag #SafeguardingAdultsWeek to share your experience with us on social media.

Tuesday: Let's Start Talking – Taking The Lead on Safeguarding in Your Organisation

Creating a safer organisational culture is vital in promoting the wellbeing of staff, volunteers and the people they support. It is important that organisations create environments where everyone is confident their concerns are welcomed, listened to and addressed appropriately. Organisations should encourage continuous learning and reflection and lead with positive actions and values to ensure people have the confidence to challenge and instigate change.

On this day, we want to encourage people to reflect on the culture in their organisation. What is working well in terms of promoting the wellbeing of people within the organisation? Or, what could be improved? We will be running a

seminar to discuss these ideas further and would welcome people sharing good practice about what is working well in their organisation.

Wednesday: Who Cares For The Carers? Secondary and Vicarious Trauma

Anyone who supports others or engages empathetically with people who may have experienced trauma as part of their day-to-day role can experience vicarious trauma as a result. The [BMA](#) explains that vicarious trauma can involve being preoccupied with thoughts about those you support outside of work, feeling angry or sad about the situation of people you support, struggling to maintain professional boundaries or trying to avoid listening to people's experience of trauma.

On this day, we want to raise awareness of vicarious trauma and provide tools and effective strategies that enable staff and volunteers to promote their own wellbeing when safeguarding others.

Thursday: Adopting a Trauma Informed approach to Safeguarding Adults

Trauma-informed practice encourages practitioners that may be supporting people within their role, to consider how trauma exposure can impact an individual's ability to function and achieve mental, physical, social, emotional or

spiritual wellbeing. Trauma-informed practice encourages us to think about what we need to know to be able to respond to people affected by trauma, understanding the person and what is important to them.

This day will provide information about what trauma informed practice is and why it is important. We will encourage organisations to think about how a trauma-informed approach could be beneficial for staff, volunteers and the people they are supporting. We will also provide practical tools to support organisations and practitioners to adopt a trauma-informed approach.

Friday: Listen, Learn, Lead – Co-Production With Experts by Experience

[Co-production](#) is usually where service providers and users work together to reach a collective outcome. The idea behind co-production is that those who are affected or use a service, are best placed to help design it.

On this day, we want to continue conversations about what it means to be involved in co-production and facilitate discussions about good practice. Implementing co-production can be challenging and complex. We want to encourage people to share their experiences of being involved in co-

production and reflect on what has worked well and what could be improved in the future.

We'll be releasing information about seminars, resources, guidance and social media assets in the months leading up to the week. You can sign up to receive email updates [here](#).



Safeguarding Adults at Risk Training for Managers and Safeguarding Leads

This online course will explore the roles and responsibilities of managers in terms of safeguarding adults at risk.

We'll cover best practice, the expectations of regulators, and lessons learned from safeguarding adults reviews.

These courses always fill up fast, so don't miss out!

Monday 9 May—Wednesday 10 May 2023 [Register Here >>](#)

Tuesday 6 June—Thursday 8 June 2023 [Register Here >>](#)

Wednesday 12 July—Friday 14 July 2023 [Register Here >>](#)

Tuesday 12 September—Thursday 14 September 2023 [Register Here >>](#)

Wednesday 18—Friday 20 October 2023 [Register Here >>](#)

Monday 13 November—Wednesday 15 November 2023 [Register Here >>](#)

Join Our Team of Associate Trainers!



We are looking for safeguarding trainers with experience in safeguarding adults, young people, or safeguarding adults in sport.

We need you to help us to deliver training to practitioners from local authorities, social care, education, government, charities and beyond.

We are looking for people who:

- Have experience in developing and delivering training, and who have a qualification in social work or relevant equivalent.
- Are committed to good practice and hearing the voices of adults and children.

- Have a comprehensive understanding of current legislation, policy and guidance in safeguarding.
- Are aware of current issues and challenges in practice.
- Can demonstrate a track record of working with adults and/or young people.
- Have the ability to travel regionally and to work flexibly. The post may involve evening and weekend work.

How To Apply

Want to chat about the role?

For more information, or to apply, please email anncrafttrust@nottingham.ac.uk

Celebrating National Siblings Day



National Siblings Day Took Place Monday 10 April 2023

National Siblings Day aims to raise awareness of the valuable role siblings play in the lives of their disabled brothers and sisters, how unique their relationship can be and how they need to be recognised and celebrated in their own right too.

Why is National Siblings Day Important?

[Sibs](#) explains that siblings who grow up with a disabled brother or sister often spend a lot of time coming second (or third or fourth...) to the needs of another. Their day-to-day life may centre around their brother or sister's routine and their

abilities. It can be challenging to share time with parents and some siblings may be helping out more around the home or with caring tasks.

As adults, siblings may have the longest-standing relationship with their disabled brother or sister across the lifespan, beyond that of care providers, professionals and other family members. Siblings are often advocates for their brother or sister's needs whilst juggling a work and family life of their own.

Many siblings enjoy and value the unique connection and relationship they share with their brother or sister. National Siblings Day is a wonderful opportunity to

shine a light on the value of sibling relationships, to highlight what an important role siblings play in the lives of their disabled brothers and sisters and to celebrate siblings in their own right too.

"I feel like I have been on an emotional roller coaster with Frazer all of my life. I often feel he has been given a raw deal but he is happy and enjoys his life and never complains. I love him and want the best for him, we have a lot of fun together. We have a shared history. I know all the things about him, things that make him happy or sad. I will fight for his needs always." – Jayne, adult sibling.

Supporting Siblings

There are lots of different ways that you can support siblings throughout the year.

- If you are a young sibling, take a look at the resources on the [Sibs website](#). You can also join one of the [creative art sessions](#) Sibs are running on Saturday 15 April.
- If you are an adult sibling, Sibs has a host of ideas to enable you to celebrate the day. This includes taking time out for yourself or sharing your experience by using the hashtag #SiblingStrengths to tell us about your own strengths or those you admire in others.

- Adult siblings can join the [online support groups](#) run by Sibs to meet other people who have grown up with a disabled brother or sister.
- Organisations can support National Siblings Day by sharing information on social media or running their own workshop. Explore the [Sibs website](#) for more information and resources.
- Listen to our [podcast](#) where Nicola Dean from the Ann Craft Trust speaks to Lisa Owen from Sibs about the impact of the pandemic on the siblings of disabled young people.

Forced Marriage Resources Pack



The UK Government has released a new forced marriage resource pack.

The resource pack highlights examples of best practice to help ensure that victims of forced marriage can access effective support services.

This pack includes:

Case studies of people who have experienced forced marriage.

Resources from both statutory and non-statutory organisations.

Links to support organisations and helplines.

[You can access the government's Forced Marriage resource pack here.](#)

What is Forced Marriage?

Forced Marriage is defined by the UK Government Forced Marriage Unit as a marriage without the consent of one or both parties and where duress is a factor.

In a forced marriage one or both spouses either do not, or cannot, consent to the marriage.

Forced marriage is regarded as:

- An abuse of human rights
- A form of domestic violence
- A form of violence against men and women
- Against the law

Forced marriage and learning disabilities

Forced marriage of people with learning disabilities often concerns the ability (or capacity) to consent to marriage, as well as the willingness to consent.

Research indicates that forced marriage of people with learning disabilities is likely to be vastly under reported. The motivators and consequences are also likely to be different from how forced marriage would usually present itself.

Why might someone not be able to consent to marriage?

We make decisions every day, often without realising. However, some people are only able to make some decisions and a small number of people cannot make any decisions. Being unable to make a decision is called 'lacking capacity'.

Someone's ability to make a decision can change over time. For example, education can be used to help someone gain the capacity to make a decision.

Someone can also appear to be supportive of a decision while lacking capacity to make it. For example, someone might say they want to get married and be excited about the wedding but this does not necessarily mean that they are able to make that

decision.

To make a decision, we need to:

- Understand information
- Remember it for long enough
- Think about the information
- Communicate our decision

A decision like getting married involves complex decision making abilities and weighing up the full implications of what marriage entails.

For example, if someone is unable to fully understand what marriage is and what it means then they would be unable to consent to it.

When someone is found to lack capacity to make a particular decision at a particular time, sometimes other people are permitted to make the decision on their behalf as long as it is agreed that it is in their best interest. However, marriage is not one of these decisions.

Marriage is a decision which cannot be made on behalf of a person.

The law is clear that a marriage of anyone who does not have the capacity to consent to marry would be classed as a forced marriage.

Why are people with learning disabilities forced into marriage?

There are lots of different reasons why a family might aim to find a spouse for someone with learning disabilities, including:

- Protecting their child or the family member in question
- Getting a carer for the person with a learning disability
- Giving the person with a learning disability financial security
- Building a stronger family as a support network
- Preserving tradition

It is often the case that family members do not see anything wrong with their actions – and that it is the right thing to do or the only option.

Forced marriage in the UK

The majority of cases of forced marriage reported in the UK involve South Asian families. However, there have been cases involving people from a wide range of backgrounds including the UK, Europe, East Asia, the Middle East and Africa.

The Difference Between Forced Marriage and Arranged Marriage

Forced marriages and arranged marriages have clear differences.

Arranged marriage

Arranged marriages are legal. The families of both spouses take a leading role in arranging the marriage but the decision to accept the arrangement or not comes down to the individuals getting married.

Forced marriage

In a forced marriage, the families will also usually take a leading role but crucially, the individuals getting married **do not** or **cannot** consent to the marriage.

Practice Guidelines and Training Resources

- [Awareness film covering key questions about forced marriage](#)
- [Forced Marriage of People With Learning Disabilities](#). Podcast discussion with associate professor Rachel Clawson.
- [My Marriage, My Choice](#). A study exploring forced marriage of adults with learning disabilities and developing knowledge, policy and practice to keep people safe.

#ItsNotOK—Sexual Abuse and Sexual Violence Awareness Week 2023



6TH - 12TH FEBRUARY 2023

#ITSNOTOK

The 2023 Sexual Abuse & Sexual Violence Awareness Week took place 6–12 February.

[The week aims to raise awareness of sexual abuse and sexual violence](#) and encourage people and organisations to engage in conversations that could support people subjected to harm and abuse.

In support we have collated some useful resources here in this page. To join the conversation online follow the hashtag #ItsNotOk on Twitter and help generate more awareness for the week.

[What is Sexual Abuse?](#)

Sexual abuse includes a number of coerced sexual acts. Examples of sexual abuse include:

- Rape
- Indecent exposure
- Sexual harassment
- Inappropriate looking or touching
- Sexual teasing or innuendo
- Sexual photography

This form of abuse can also include subjecting someone to pornography, or

witnessing sexual acts or sexual assault. The factor that links all of these examples is that the person does not consent, or they feel pressured into consenting.

Recognise the Signs of Sexual Abuse

There are a number of physical signs to look out for, including the physical signs like cuts and bruises, unprecedented difficulty walking or sitting, irritation, pain or bleeding in the genital area.

Equally there are more subtle signs to look out for. For instance, a person might start using explicit sexual language. Or they might demonstrate significant changes in their behaviour and attitude towards sex. They might seem distant and listless. They may also develop sleeping problems.

Even if there are no physical signs of sexual abuse, abusers still leave their mark. The victim might refuse help with personal care. They might also be reluctant to be alone with certain people. Some victims of sexual abuse could start to self-harm.

Reporting Sexual Abuse

Whenever it happened – remember it is never too late to get support for sexual abuse or sexual violence.

If you are in immediate danger, call 999 and ask for the police

Contact Victim Support's 24/7 Support

line on 08 08 16 89 111.

Follow this link for a list of additional [helpline services](#).

Organisations that can provide support and additional resources:

[NHS Sexual Assault Referral Centres](#) offer medical, practical and emotional support to anyone who has been raped, sexually assaulted or abused. They have specially trained doctors, nurses and support workers who operate 24/7.

[Survivors UK](#) offer a national online helpline, individual and group counselling for boys, men and non-binary people aged 13+ who have experienced sexual violence at any time in their lives. They also offer training for organisations and professionals.

[The Survivors Trust](#) support those subjected to abuse and provide training and resources for professionals and organisations.

[Karma Nirvana](#) support those subjected to honour-based abuse and forced marriage by running the national Honour Based Abuse Helpline and provide training to frontline practitioners and professionals.

#ACTSafeguardingHour

Every Wednesday

12.00–1.00 pm

@AnnCraftTrust

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Do you have any questions or concerns about Safeguarding?

Join us for **#ACTSafeguardingHour**—every Wednesday on
Twitter, 12.00–1.00.

This is an opportunity to discuss safeguarding matters with an
online community of practitioners.

For more information, find us on Twitter:

[@AnnCraftTrust](https://twitter.com/AnnCraftTrust)

Creating Safer Cultures in Nottinghamshire Cricket Club

Stuart Sale, CEO, Ann Craft Trust



Safeguarding Adults in Sport Manager Nicola Dean and I had the exciting job of visiting the world famous Trent Bridge Cricket Ground in Nottinghamshire. We spoke to Nottinghamshire Men's Fast Bowler Luke Fletcher, and coach Paul Franks.

As a cricket fan living in Nottingham, it's hard not to know the history of Trent Bridge. It's one of the oldest cricket grounds in the world, and Nottinghamshire County Cricket Club is one of the most successful. Nicola and I

wanted to hear and see how culture helps one of England's top sports clubs find success.

As you'll hear in the podcast, Nottinghamshire Cricket Club places a lot of emphasis on building a positive culture.

A Place Where People Enjoy Coming to Work

As soon as Nicola and I stepped through the gates at Trent Bridge, you could feel and see that staff were happy in their work. The person working on the gate gave Nicola a brief history of the ground.

We could tell that he enjoyed coming to work.

Luke came to greet us with a box of new kit, excited about his new stash for the upcoming season. After 15 years, 'Fletch' could be forgiven for taking his stunning work surroundings for granted. But we could feel his enthusiasm as he walked down the steps of the pavilion to the pitch. He stopped briefly to see how the ground staff were before talking us through what a good cricket pitch looks and feels like.

The impromptu tour continued to the kitchens. Fletch and the chef had a light-hearted exchange about what was on the lunch menu for the upcoming pre-season friendly. We could sense a culture based on mutual respect, where everyone was comfortable and appeared happy in their work.

What Makes a Safer Culture?

As we discuss in the podcast, a good culture means encouraging everyone to be the best version of themselves and to have fun in their work. But, if anyone sees, hears, or feels anything isn't right, they call out the poor practice early so that it doesn't become "the norm".

Thanks to Luke, Paul and Nottinghamshire Cricket Club for their wonderful welcome and openness to sharing with us what a safe culture means for them. Good luck for the season ahead!

Listen to Stuart and Nicola's discussion with Luke Fletcher and Paul Franks on our [Safeguarding Matters Podcast](#).



Safeguarding Adults in Sport and Activity in England Advanced Training (Level 3) for Safeguarding Leads

This course covers Safeguarding Adults for Lead Safeguarding Officers/Deputies in NGBs and Active Partnerships in England. It is also relevant for National Lead/Deputy Safeguarding Officers in unregulated/unfunded sport and activity organisations.

We'll explore best practice, the law, how to respond to and report safeguarding adult concerns, creating a safer culture and an inclusive and accessible environment, and the importance of effective safeguarding policies and procedures.

Tuesday 6 June—Wednesday 14 June 2023: [Register Here >>](#)

Tuesday 12 September—Wednesday 20 September 2023: [Register Here >>](#)

Tuesday 5 December—Wednesday 13 December 2023: [Register Here >>](#)

Emma Spence on Building Safer Cultures in Gymnastics

Cath Sykes, Safeguarding Adults in Sport Manager, Ann Craft Trust



Cath Sykes talks to Emma Spence, Artistic Gymnast, Team Canada, about creating safer cultures in gymnastics.

Emma Spence is a Canadian artistic gymnast. She represented Canada at the 2022 World Championships and won a bronze in the team event. She also won the all-around and balance beam bronze medals at the 2022 Commonwealth Games.

In this video, Emma describes her athletic journey, and explores how a club's culture and environment can influence how athletes develop and participate in their sport or activity.

You can watch this video chat on our website, but we've provided a transcript below.

[Watch Cath's discussion with Emma Spence here.](#)

Catherine Sykes

Good afternoon. My name's Cath Sykes, and I'm one of the safeguarding adults and sports managers at the Ann Craft Trust. And this afternoon I'm delighted to be with Emma Spence, who is going to be talking about her experience in gymnastics. So Emma, would you like to introduce yourself?

Emma Spence

Hi, I am a Canadian National team member for gymnastics and an NCAA gymnast at the University of Nebraska.

Catherine Sykes

The reason we're having this conversation is because I heard you speak last year at the Gymnastics Symposium in Liverpool. When I was listening to you, your story really struck home. You were talking about how the culture and the environment of a club and a training practice can really have such powerful influence on the way you develop and participate in your sport. I wanted to give you the opportunity to share your story so we can hear about your experience and see how that links into some of the work we're doing about creating a safer culture.

Emma Spence

So I'll explain a little bit of my gymnastics journey for you. So I started when I was

seven years old. I did pre competitive and then I started competing about a year later.

I really enjoy gymnastics. I started it because I love doing it. My sisters also did it. So it was like a family activity for us and it was just something I loved doing. I didn't care about the scores. I didn't care about what the judges gave me. It was just doing it because I enjoyed it and I love learning new skills, being around my friends and just everything about this sport at the time. As I got older and started competing more, I joined the national team when I was 13 years old and I've been on it ever since.

And there's been times that I lost my love for the sport and that passion for it just because the environment I was in was toxic. It was just not enjoyable for me, because of the external pressures of everyone and just the culture in itself. So I ended up losing my love for the sport and I really didn't wanna do it anymore. I was considering quitting right after Olympic trials back in 2021, after COVID, but I decided I'd give it one more chance and I'd do NCAA gymnastics because everyone says how fun that is and how much more enjoyable it is. And usually people do find their love for the sport again if they come out of a situation that I was in.

So I committed to the University of Nebraska and I started here in the fall of 2021. When I came here, I wasn't a big fan of gymnastics. I told my coaches: "Just so you guys know, I'm not enjoying what I'm doing and I wanna learn how to be able to. And I know that you guys have that reputation of being able to help people find their love for it again so."

It took me at least a couple months, maybe at least six months of getting used to it and working with these new people. I just I absolutely love it now. And the people that I'm around are so good for me. **The culture here is amazing and that's what really helped me find my love for the sport again. Just the people caring for you and wanting what's best for you, no matter what has just had a huge impact on me.**

And once I was in that new mental space with my gymnastics, I decided to have a go and try competing for Team Canada again. I competed at the Commonwealth Games this last summer. And then I ended up competing at World Championships. So I'm back to competing for Team Canada regularly after finding that love for the sport again. And just because I'm enjoying what I'm doing, it makes it so much more worthwhile for me.

Catherine Sykes

Absolutely. You're very open and honest about your situation and willing to share your experience with others. You're involved in promoting a safer sport. Do you want to tell us a little bit about that?

Emma Spence

I work as part of the FIG safeguarding working group. FIG (Federation Internationale de Gymnastique) is the international governing body of gymnastics. We meet about every month or every couple months now and it's 15 gymnasts from around the world that get together. We're active or retired athletes. We just talk about things in the culture that we would like to see change or that we know other people wanna see change. And we try and come up with different ways to just change the culture of the sport. Because ultimately, if that starts to change and everything around that starts to change, then everyone will be able to enjoy the sport more. And that's what we wanna see overall, just everyone being able to actually enjoy the sport. because I've learned that when you're in a good environment, gymnastics can be so much more fun. And we just want everyone else to be able to experience that as well.

Catherine Sykes

Have you been able to see some of the really positive impacts of that already?

Emma Spence

Yes. So far, one thing that we did was we created 10 golden rules of gymnastics. That was something big that we brought up at World Championships this year. There were posters everywhere. So all the gymnasts from around the world were able to see the work that we put together and see that those 10 rules were not just focused on gymnastics. But it's wellbeing, the way you're being treated, the way you're treating yourself, all of that together. So we really want those key messages to stand out for everyone.

I had the opportunity to speak at the FIG Safeguarding Conference. So I was able to share those key messages with everyone. And yeah, just share what we've been working on. We've also had a webinar last summer. So people from around the world were able to listen to what we had to say about that as well.

Catherine Sykes

That's fantastic. I remember seeing the poster and the 10 rules, and what I really liked about it is how you could tell it was the voice of the gymnasts who put that together. It wasn't from top down, it was about hearing the voices of yourselves,

which is really important.

Emma Spence

Yeah, I agree.

Catherine Sykes

If you had one final message, what would it be? At The Ann Craft Trust, we work on helping national governing bodies of sport and activity work towards building safer and inclusive cultures where people feel able to have their voices heard. What would you say to encourage other sports to really focus on their culture? What message would you like to give them?

Emma Spence

I would say to make sure that they're centring the athletes. So make sure that their health and their safety is the top priority and make sure that they're just doing well overall. Because if the athlete is not in a good place, mentally or physically, they're not gonna be able to do well in the sport. So I think if people really prioritise them being healthy, being happy, and just being in a good place, then they're gonna be able to thrive even more in the sport. So another thing, I guess would just be making sure they're enjoying themselves.

Catherine Sykes

It has to be all about the person, doesn't it? And having that support around

people. Well, thank you ever so much for joining us today. Best of luck with your career. Do stay in contact with us and we look forward to hearing from you more soon.

Emma Spence

Thank you so much.

#SaferCultureSaferSport – More Resources

#SaferCultureSaferSport is a campaign for sport & activity organisations to create safer cultures. A safer culture is one in which welfare, safety & wellbeing are at the heart of a club's values & actions.

Unhealthy and toxic cultures in sport and activity increase the risk of abuse and impacts welfare, safety and wellbeing.

Participants, athletes, volunteers and staff should feel empowered to recognise and report concerns without fear or judgement.

To create a safe culture, organisations must **listen, learn** and **lead**.

Make Your Commitment to Creating Safer Cultures in Sport

We're asking organisations to commit to focusing on and improving their cultures. The #SaferCultureSaferSport campaign is here to provide you with the tools you need to help.

[Learn more about #SaferCultureSaferSport, and find out how you can get involved.](#)



Safeguarding Adults in Sport and Activity—Essential Training for Club Welfare/Safeguarding Officers

This training covers the essentials for safeguarding adults in sport and activity clubs for Club Welfare/Safeguarding Officers.

This session includes how to identify concerns, respond to concerns and disclosures and how to create a safe culture within a sport or activity club setting

For those with no previous safeguarding adults training, we would recommend completing the [Introductory Training](#) prior to attending this course.

Wednesday 24 May 2023: [Register Here >>](#)

Monday 19 June 2023: [Register Here >>](#)

Thursday 14 September 2023: [Register Here >>](#)

The Cost of Living Crisis and Its Impact on Sport Participation and Wellbeing

Joanne Pell, Safeguarding Adults in Sport Manager, Ann Craft Trust



The continuing rise in the cost of living is adversely affecting people's physical and mental wellbeing, with people who have additional care and support needs and those on lower incomes hit the hardest.

This blog explores what is happening to the cost of living and what this means for adults attending sport and physical activity clubs and groups. We'll also discuss the mental health and

safeguarding support that these adults may need, and some ways your organisation can help.

What is the 'Cost of Living Crisis' in the UK?

The cost of living has increased sharply across the UK during 2021 and 2022 and is set to continue to rise into 2023.

The cost of everyday essentials, like food and energy, are rising much faster than

average household wages. This ongoing situation has been described as a 'cost of living crisis'.

What is Wellbeing?

The term "wellbeing" will have different meanings to different people and so should be understood in a broad sense.

Wellbeing might refer to our:

- Physical and mental health.
- Ability to participate in employment, training, education or recreation.
- Personal dignity.
- Ability to have control over day-to-day lives.
- Protection from abuse and neglect.
- Domestic, family and social lives.
- Contribution to society.

The term may also refer generally to how we feel at any given moment, as well as how well we're coping with daily life, or what feels possible.

Wellbeing is at the heart of safeguarding adults. Safeguarding is essentially about promoting an adult's wellbeing to enable them to live their life free from abuse and neglect. All of the above aspects work together, and when one is affected it will have an impact on the others.

The Impact of Financial Insecurity on Physical and Mental Health

Financial insecurity can affect your wellbeing in numerous ways.

You might not be able to afford the things you need to stay well. This might be housing, food, water, heating, or treatments like medication and therapy.

Worrying about money can lead to sleep problems and increased feelings of anxiety and stress, and this can affect relationships and social lives.

Financial troubles and the stress and anxiety they cause may lead individuals to make unhealthy choices in other areas of life, such as excess drinking, drug taking, gambling or stealing.

Financial insecurity can impact on an individual's safety. People may engage in illegal activity to improve their finances. Gangs may exploit desperate people and involve them in drug dealing, money laundering and shoplifting.

The Impact on Support Networks

According to new research from Mind, SAMH (Scottish Association for Mental Health) and Inspire, over a fifth (22%) of UK adults are seeing members of their support network less, due to the cost-of-living crisis.

Many people, particularly those with additional care and support needs, rely on family or friends to support their mental health and wellbeing. The rising cost of fuel and public transport means that many people are unable to travel and see their network. This is leading to increased feelings of anxiety, stress, loneliness and isolation.

The Impact on Participating in Activities

The same research found that one in four people can no longer afford social activities that help them stay mentally well. This includes exercise, fitness classes, and grassroots sports.

This is particularly worrying given the positive impact sports and fitness have on mental health and wellbeing. Not only are the physical benefits of taking part in a sport or activity lost, so too are the social aspects of spending time with others in a club or group.

Inactivity could also increase existing feelings of stress and anxiety and may lead to increased health risks for those with existing health issues.

The Impact on Workforce

Many community sport and recreation clubs are struggling to cope with the dual impact of steeply rising energy costs and the recovery from COVID-19.

With the increase in energy bills, and membership numbers already impacted by COVID-19, any additional costs are likely to be passed on to participants who, at this time, can least afford it.

In a statement, Lisa Wainwright, CEO of the Sport and Recreation Alliance, said:

“Community clubs support millions of people to play and be active every week up and down the country – they are the lifeblood of sport and recreation. These clubs are an essential part of our social fabric. They bind communities together through a shared passion and provide the vital first step on the ladder for those who aspire to reach the top of the sporting pyramid.”

[Sport England has produced guidance for clubs and organisations](#) on how to get people active at a low cost, along with some tips on keeping energy costs down.

What Support Can Clubs and Groups Offer?

Safeguarding adults is everybody's business. We can all play a part in supporting each other. [We can pledge to create safer cultures that prioritise wellbeing](#). Also, we can speak up if we feel that something isn't right.

People sometimes worry that it isn't their place to intervene, and that adults can

look after themselves. But through intervening, you could make a big difference to someone in your club or group – whether they're a participant, a volunteer, or staff.

Creating a positive culture in your club or group is essential to safeguarding adults. You can do that by:

Listening – Gathering feedback about the club and discussing what is working and what isn't.

Learning – Attending a course on safeguarding adults or mental health.

Leading – Making changes in the club based on the feedback you've gathered and the courses that you've attended.

By listening, learning and leading you are showing the adults in your club or group that you care about them, and that wellbeing underpins everything that happens.

Safeguarding Starts With a Conversation.

If you have concerns about someone – maybe because they look unkempt, or their behaviour has changed – have a word with them. **Simply asking 'How are you?' may give someone the opportunity they need to speak about what is happening to them.** And if they say 'I'm fine', follow up by saying something like

'I've noticed that you're not quite yourself recently. I am here to help if I can'.

Sometimes people don't ask such questions because they are afraid of what the adult may tell them. Or, because they don't know how to help. **But you don't have to have all the answers to people's problems.** You may be able to signpost the adult to some local support services, such as the Citizen's Advice Bureau. Or you could ask the club or group welfare officer to speak to the adult.

If you're a club welfare officer, make sure you get the right training for your role. Also ensure you know how to link with your NGB safeguarding team.

Need more support?

[We have a comprehensive list of signposting information and services that offer support.](#)

We also have [a dedicated Safeguarding in Sport Toolkit to help clubs support participants with their mental health.](#)

A version of this article originally appeared on the Club Matters website. Club Matters has extensive guidance and resources that cover all aspects of running a sports club or group. [Take a look at their resources here.](#)

Safeguarding Adults in Sport Framework

Supporting all sports organisations to implement best practice in safeguarding adults

ann craft trust
acting against abuse

Free Information Session for Active Partnerships, National Specialist Partners, and National Governing Bodies Funded by UK Sport and/or Sport England

The Safeguarding Adults in Sport Framework is an online tool supporting all sport organisations to implement best practice in safeguarding adults.

In this free online session, we'll discuss:

- Your funding requirement to undertake the Framework
- What the Framework is, and how it works.
- How to complete the Framework, and the evidence you'll need to submit

Members of The Ann Craft Trust Safeguarding Adults in Sport team will guide discussions, and you can share your views with individuals from other NGBs and APs.

Wednesday 21 June 2023 [Register Here >>](#)

Wednesday 27 September 2023 [Register Here >>](#)

Tuesday 7 November 2023 [Register Here >>](#)

Following these sessions, you will also have the opportunity to attend **peer support sessions** to network, ask questions, and discuss the framework with each other:

Wednesday 10 May 2023 [Register Here >>](#)

Wednesday 5 July 2023 [Register Here >>](#)

Wednesday 11 October 2023 [Register Here >>](#)

Wednesday 15 November 2023 [Register Here >>](#)

Safeguarding News Watch: Safeguarding Adults at Risk

Victim of Domestic Abuse Lies Tells of His Torment

12 April 2023 | [BBC.co.uk](https://www.bbc.co.uk)

On The Hunt For the Businessmen Behind Billion-Dollar Scam

12 April 2023 | [BBC.co.uk](https://www.bbc.co.uk)

Disabled Nottinghamshire Mum “Scared of Stepson’s Abuse”

10 April 2023 | [BBC.co.uk](https://www.bbc.co.uk)

Inside the Life Coaching Cult that Takes Over Lives

5 April 2023 | [BBC.co.uk](https://www.bbc.co.uk)

Safety Fears For Women on Public Transport

7 March 2023 | [BBC.co.uk](https://www.bbc.co.uk)

Learning Disability England—Good Lives Film

8 June 2022 | [YouTube.com](https://www.youtube.com)

“Falling In Love Could Cost Me My Benefits”

1 April 2023 | [Metro.co.uk](https://www.metro.co.uk)

Safeguarding News Watch:

Safeguarding Adults in Sport and Activity

Girls Put Off Spot in UK by Clothing Requirements

7 April 2023 | [TheGuardian.com](https://www.theguardian.com)

Independent Review Into Racism Allegations at Rugby Club

5 April 2023 | [EnglandRugby.com](https://www.englandrugby.com)

Safe Sport International Launch New Podcast Series

30 March 2023 | [SafeSportInternational.com](https://www.safesportinternational.com)

New Initiative To Make Women Feel Safer in Gyms

29 March 2023 | [BBC.co.uk](https://www.bbc.co.uk)

This Girl Can and the “Enjoyment Gap”

1 March 2023 | [AnnCraftTrust.org](https://www.anncrafttrust.org)

“We Cannot Keep Ignoring the Lessons” of “Culture Crises” In Sport

20 February 2023 | [TheGuardian.com](https://www.theguardian.com)

International Women’s Day—“Embracing Equity”

23 February 2023 | [AnnCraftTrust.org](https://www.anncrafttrust.org)

Safeguarding Research and Resources

Rebuilding Together

SCIE report provides insights into how care homes coped during government lockdowns.

“These insights remind us of the commitment, care, courage and connections that exist in care homes. There is a vital need for care providers, the wider health and social care system and local communities to invest in the wellbeing of care teams, to actively engage in open conversations with people living and working in care homes and to explore what would help them now and into the future.”

Read more: <https://www.scie.org.uk/news/opinions/rebuilding-together>

Leap Without Limits

British Gymnastics’ vision for “a new era to provide uplifting experiences for all”.

Read more: <https://www.british-gymnastics.org/articles/vision-articles/gymnastics-unites-to-launch-leap-without-limits>

Mental Health Awareness Week 2023

15–21 May with a special focus on anxiety.

“Lots of things can lead to feelings of anxiety, including exam pressures, relationships, starting a new job (or losing one) or other big life events. We can also get anxious when it comes to things to do with money and not being able to meet our basic needs, like heating our home or buying food.”

More information: <https://www.mentalhealth.org.uk/our-work/public-engagement/mental-health-awareness-week>

Safeguarding Research and Resources

Safeguarding Children With Disabilities in Residential Settings

National safeguarding practice review into safeguarding children with disabilities and complex needs in residential settings.

Read more: <https://www.gov.uk/government/publications/safeguarding-children-with-disabilities-in-residential-settings>

Email Your MP About Child Trust Funds

Contact—for families with disabled children—need your help unlocking £210 million of savings locked in Child Trust Funds for 80,000 disabled children.

Read more: <https://action.contact.org.uk/page/126261/action/1>

Making a Success of DoLS in the Wake of Liberty Protection Safeguards Delay

Councils can learn from their work on preparing for the LPS to improve the Deprivation of Liberty Safeguards scheme, but must do so in the face of significant backlogs and staff shortages.

More information: <https://www.communitycare.co.uk/2023/04/12/making-a-success-of-the-dols-in-the-wake-of-the-liberty-protection-safeguards-delay/>

From The Vault: Serial Allegations Can Seriously Damage Your Health!

Martin Bertulis, Practice and Planning Specialist, MacIntyre. From Issue 84, July 2013

Got your attention! Of course it's no joke supporting someone who makes serial allegations and they put themselves in a dangerous position too. A classic lose/lose scenario.

From a staff perspective we pride ourselves on having warm, open and trusting relationships in which people we support can grow and live lives that make sense. How do you do that with a person who could get you suspended (a neutral measure of course) or worse?

You know what they say: "There is no smoke without fire." But they also say "sticks and stones may break my bones but words will never hurt me." Really?

Actually being accused by someone you get on well with is so hurtful and often incomprehensible. Why do they do that? Why me? What have I done? I don't deserve this!

Living with these feelings can be really harmful to the worker, causing health issues as well as resentment to the person making allegations. Unless we acknowledge and deal with these

feelings, it is likely that someone will suffer in some way.

Of course, the allegations may be true. In which case, my sympathy disappears rather sharply!

Look at it from the point of view of the person who makes allegations. Does making serial unfounded allegations make their life better? What do you think?

It is easy to demonise people and assume greater understanding and planning behind their actions. People may say things that someone wants to hear. In other cases there is a genuine belief that something bad has happened to them. Indeed, there are many reasons why someone might make an apparently false allegation, though it may sometimes be hard to fathom.

However, one thing is clear: False allegations make the accuser so vulnerable. It is hard to treat every allegation on its own merits. After all, they always say these things, and they have not been true - or proven—before. Can we really say, hand-on-heart, that we will

check the next allegation as if it were a standalone allegation?

So What's The Answer?

I would like to say there's an easy answer to this, or a quick fix. But sorry to say, I cannot. I do believe that self-awareness is important. So often our feelings become confused with the feelings and issues from the person we are supporting. You are allowed to feel annoyed, frightened or wary of these situations, and you may feel angry at the person making allegations against you. These feelings are natural. It is what you do with them that counts. You still need to protect the person being supported, along with yourself and everyone else you support.

From recent experience with an individual making regular serious allegations, the work always starts with the person. What is the function of the allegation? It was important to invite external advice and scrutiny to the whole process with all relevant information shared with the local safeguarding lead. This was especially important, as the family were of the opinions that every allegation was true. Allegations would increase around family contact and phone calls. Engagement with, and support for, the parents here is important. But it's not easy.

“

Openness and transparency are characteristics of safer cultures.

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Speech and language assessment was especially revealing when it came to understanding and expression of language. In this area we often overestimate ability, or see misunderstandings. And I know what you're thinking—we usually underestimate people's abilities in other areas, too.

It was important to put the allegations into perspective. They are high-impact events that do not happen often, but they come to define a person: “Be careful, they're an alligator!”

We know intuitively that open, honest, and healing cultures protect individuals. How do we do this? We need to, as individuals, teams, managers and organisations, try to begin to understand why a person might make allegations, and how to keep them safer. That way, we will be less likely to let people down in their hours of need.

We often talk about protective and reflective cultures. But how do we get there?

We start with recruiting the right staff. This might sound obvious, but can we really change the people we employ? Of course we can develop skills and techniques. But we cannot change a person's "hard-wiring".

Again, everyone would agree about a quality induction. But what does this mean in practice? It means different things for different services. But it's all underlined by developing empathy and understanding. It is easier to support people we want to and we think we understand.

Ongoing support is also a must. Quality clinical or practise supervision is vital for this kind of service to develop and maintain empathy, as well as both formal and informal support structures.

Openness and transparency are characteristics of safer cultures. It is so much harder to mistreat someone when our actions are under appropriate scrutiny.

Specific systems to record and report allegations, with access to an external Quality Assurance process, will help to keep things real and honest.

Finally, a principle that should be at the beginning, middle, and end of all services: Person-first, person-centredness!

Martin Bertulis is the practice and Planning Specialist for MacIntyre, a voluntary organisation providing a variety of services for children and adults in education and social care settings.

He has been involved in Post Winterbourne View consultations at the DH, working with Skills for Care in developing guidance for employers who work with people who challenge. The main focus of his work is in coaching staff to provide greater support for individuals on the Autism Spectrum. His work has been summed up as "building competence, confidence and resilience to promote better person-centres, safer services and support to individuals."

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Everyone has a right to be treated with respect and dignity.

Everyone deserves to be safe.