

Safeguarding Adults in Sport Framework

Submission Support

The following document is designed to provide some additional support with how to meet the criteria of the Safeguarding Adults in Sport Framework submission and offers examples of evidence you could provide to support your submission.

Please use the suggestions within this document as a guide for the type of evidence you could provide with your Safeguarding Adults in Sport Framework submission and the type of information being looked for in each criterion.

You do not need to provide every suggested piece of evidence. Consider your organisation and what you have in place to show all the great work you are doing in relation to safeguarding adults.

It may also be helpful to refer to our Safeguarding Adults in Sport Framework submission [Top Tips guide](#) for further suggestions and considerations to support you.

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Theme 1: Safeguarding Governance

Criteria	Theme	How can you show this?	Supporting Evidence Suggestions
1.1	The organisation's board/management committee is committed to having a safe culture, demonstrated through good leadership. It is open, transparent and accountable to its stakeholders.	<ul style="list-style-type: none"> - Clear commitment and accountability shown through Board and SLT meeting minutes, strategy and values. - Transparent information available on website. - Active promotion of a safe culture. - Frequent communication with stakeholders relating to safeguarding, culture and values. - Board Safeguarding Lead/Champion appointed. 	<ul style="list-style-type: none"> - Relevant Board Meeting Agendas and Minutes (can be redacted) - Relevant subcommittee or SLT minutes - Strategy/ organisational delivery plan - Organisation's Values - Annual report/ strategic document - Links to sections of the website - Minutes available on the website - Newsletters and communication to staff /members relating to reinforcement of values, culture, safeguarding, people centred approach. - Board Safeguarding Lead/Champion role description. - Allocation of relevant resources - Engagement in relevant safeguarding networks.
1.2 <i>Essential Criteria</i>	The board or management committee monitors safeguarding activity against an annual action/implementation plan and receives regular updates.	<ul style="list-style-type: none"> - Evidence of Board receiving, and seeking, regular updates on adult safeguarding. - Implementation/Action plan which includes actions relating to safeguarding adults. - Evidence of regular review. 	<ul style="list-style-type: none"> - Implementation/Action Plan that references adult safeguarding. - Selection of Board Minutes that reference adult safeguarding. - Safeguarding reports provided to Board. - Board Champion's involvement/communication with Lead.

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1.3 <i>Essential Criteria</i>	The organisation has a Safeguarding Adults Policy and Procedures in place which is reviewed and updated at least every 3 years and approved by the Board.	<ul style="list-style-type: none"> - Clear policy and procedures which relate to safeguarding all adults, not just 'adults at risk'. - Evidence of Board approving policies and procedures. - Policies and procedures branded and dated, with clear review timeframe/date. 	<ul style="list-style-type: none"> - Safeguarding Adults Policy. - Safeguarding Adults Procedures. - Board minutes showing approval. - Published review timeframes/dates. <p><i>(If using an adult/child integrated safeguarding policy or procedures, ensure clear distinct adult related information is included and practicable).</i></p>
1.4	The organisation has identified a safeguarding lead officer and a person who deputises in their absence, and they have been appropriately trained for the role.	<ul style="list-style-type: none"> - Structure and deputising arrangements are clear and easy for staff/ members to identify key individuals. - Minimum of Ann Craft Trust Advanced Training (Level 3) completed by Lead and Deputy. 	<ul style="list-style-type: none"> - Role descriptions. - Documentation of process for deputation. - Safeguarding Adults Training completion dates/certificates. - Evidence of how Lead and Deputy details are communicated/ made available to staff and members (e.g. through induction, training, newsletters, posters and/or on website).
1.5	Roles and responsibilities of staff and volunteers in relation to safeguarding adults are clear and followed. This includes influencing and strengthening safeguarding partnerships.	<ul style="list-style-type: none"> - Defined roles and responsibilities for staff and volunteers. - Recognition that safeguarding adult responsibilities involve all, beyond key roles. - Awareness of local and external safeguarding support and information for adults and willingness to engage when required. 	<ul style="list-style-type: none"> - Job adverts/ Role descriptions. - Induction/ handbook information relating to safeguarding adults and responsibilities. - Relevant guidance and training for staff and volunteers. - Communication of information/sign posting to external information and support relating to adults.

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			<ul style="list-style-type: none"> - Any examples that demonstrate roles and responsibilities are understood and being implemented.
1.6	The organisation is able to demonstrate that the agenda of safeguarding adults is linked to equality, diversity and inclusion and is being addressed and implemented throughout the entire organisation including affiliated clubs.	<ul style="list-style-type: none"> - There is a clear connection between safeguarding and EDI referenced within policies and procedures. - It is being implemented throughout the organisation, including networks and clubs (where applicable). 	<ul style="list-style-type: none"> - Club and organisation's Safeguarding Adult policy refers to EDI responsibilities and commitments (and vice versa). - Club and organisation's Safeguarding Adult procedures refer to EDI responsibilities and commitments (and vice versa). - Organisation commitment statement. - Links to Code of Conducts. - Organisation Strategy/ Values. - Equality, Diversity and Inclusion Policy. - Diversity and Inclusion Action Plan.
1.7	There is collaboration between the Safeguarding Lead and Equality Lead in the development of the organisation's safeguarding and EDI plans.	<ul style="list-style-type: none"> - Able to demonstrate active, regular collaboration. - Clear structures. - Plans cross reference and recognise intrinsic values of each discipline. - Clear evidence of join up. 	<ul style="list-style-type: none"> - Relevant meeting minutes/actions to demonstrate collaboration. - Safeguarding implementation/action plan - Diversity and Inclusion Action Plan. - Role descriptions.
1.8	There is a process in place for dealing with complaints.	<ul style="list-style-type: none"> - Clear, simple, process in place for anyone wanting to report a complaint. - Defines what happens if complaint is related to safeguarding. - Defines the process for managing the complaint, including any relevant timeframes. 	<ul style="list-style-type: none"> - Policy. - Procedure. - Webpage where relevant information can be found. - Induction/ handbook/ guidance information made available. - Contact details of who to report a complaint to.

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		<ul style="list-style-type: none"> - References relevant other policies or procedures. 	<ul style="list-style-type: none"> - Reporting form. - Internal procedure for managing the complaint. - Linked disciplinary policy/process.
1.9	There are policies and procedures in place for preventing and responding to bullying, harassment and discrimination.	<ul style="list-style-type: none"> - Clear, accessible, policies that link to legislation. - Active promotion of policies. - Link to safeguarding and culture. - Impact on individuals made clear. - Reference EDI and protected characteristics. 	<ul style="list-style-type: none"> - Policy. - Procedure. - Linked disciplinary policy/process - Webpage where information is made available. - Communications about expectations, policy and procedures. - Links to codes of conduct outlining what is acceptable and unacceptable behaviour.
1.10	Stakeholders and participants are involved to help set the organisation's direction and agenda on safeguarding adults, ensuring consultation is fed into the organisation's operational and delivery plans.	<ul style="list-style-type: none"> - Engagement with staff, volunteers, stakeholders and participants demonstrated. - Plans informed from information gathered through consultation. - Demonstrate feedback and views valued. 	<ul style="list-style-type: none"> - Examples where feedback has informed plans, actions, developments. - Surveys/ questionnaires where adults' views are sought. - Examples of consultations, groups, representatives where adult views/ feedback are gathered. - Board/ SLT reports from insight gathered.

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Theme 2: Implementation of Adult Safeguarding Responsibility

Criteria	Theme	How can you show this?	Supporting Evidence Suggestions
2.1	There is a clear process for reporting a concern to the adult safeguarding lead or deputy, or to statutory services in some situations.	<ul style="list-style-type: none"> - Process in place. - Process makes it clear safeguarding all adults. - Staff would feel empowered to act if Lead or Deputy unavailable. - Information about how to report an emergency. 	<ul style="list-style-type: none"> - Reporting procedure. - Report form. - Webpage with reporting information and contact details.
2.2	Staff and volunteers have access to and are informed of the organisation's reporting procedures.	<ul style="list-style-type: none"> - Process clear and easy to use. - Guidance for volunteers. - Information on sources of support made available. 	<ul style="list-style-type: none"> - Volunteer and staff induction information and guidance. - Volunteer and staff training. - Webpage. - Handbook. - Examples of communications/ newsletters where information is provided.
2.3	There is a robust process in place for whistleblowing and the policy is based on a culture that is open and fair.	<ul style="list-style-type: none"> - Clear and easy to use, policy and reporting procedure in place. - Need for whistleblowing accepted and encouraged. - Clear process for investigation. - Information about how whistleblower will be updated through process made clear. - Sources of external help made clear. - Clear reference for when the policy applies. - Links to safeguarding. 	<ul style="list-style-type: none"> - Whistleblowing policy and procedure. - Examples of how it is communicated/ made available. - Related disciplinary procedure.

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2.4	The principles for safeguarding adults informs other policies, processes and guidance including equality, diversity and inclusion.	<ul style="list-style-type: none"> - Safeguarding and EDI threaded through other relevant policies. - Cross referencing of policies. - Safeguarding adults part of culture and fabric of organisation. 	<ul style="list-style-type: none"> - Examples of policies/documents that cross reference. - Examples where principles of adult safeguarding are being embedded/ linked/ communicated. - Equality, Diversity and Inclusion Policy.
2.5	Staff and volunteers are aware of the need to maintain professional boundaries.	<ul style="list-style-type: none"> - Boundaries made clear in documentation and training for both staff and volunteers. - Sanctions clear. - Evidence of zero tolerance to poor behaviours. 	<ul style="list-style-type: none"> - Examples where expectations on boundaries are documented. E.g. Code of Conduct, policy, volunteer/ staff handbooks, induction information, website. - Communications reinforcing expectations e.g. meeting minutes, newsletters. - Training content. - Notes/ minutes from discussions as part of team meetings/ supervision.
2.6	There are procedures in place to support the individual welfare needs of participants, including developing personal risk assessments where needed.	<ul style="list-style-type: none"> - Individual (and group) risk assessments in place and kept up to date. - Welfare support for both participants and staff. - Person centred approach demonstrated. - Able to demonstrate organisation is risk aware evidenced through policy, documentation and public statement. - Able to demonstrate that the needs of the individual are considered to enable them to take part in the sport or activity as fully as possible. 	<ul style="list-style-type: none"> - Examples of risk assessments. - Individual welfare or wellbeing support plan – examples or templates to use. - Reasonable adjustment policy. - Medical/information/consent form. - Policy/ statements. - Website information.

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2.7 <i>Essential Criteria</i>	Safeguarding adult policy, procedures and resources are known and visible.	<ul style="list-style-type: none"> - Policy clear and accessible. - Communicated through variety of means. - Steps made to check knowledge through surveys, staff meetings etc 	<ul style="list-style-type: none"> - Safeguarding Adult Policy and Procedure clearly identified and easily accessible on website. - Webpage where information is available. - Handbook. - Induction information. - Meeting minutes. - Surveys. - Newsletters/ communications.
2.8 <i>Essential Criteria</i>	An action plan is developed and implemented that identifies the organisation's approach and strategy to safeguard adults with clear tasks and timescales. This needs to be agreed/ sanctioned/ signed off by the Board.	<ul style="list-style-type: none"> - Safeguarding action plan/ implementation plan in place. - Actions, timescales and resources allocated. - Clear sign off and discussion at Board. - Regular updates to Board. - Plan addresses organisation and how pushed down through wider networks and affiliated clubs. 	<ul style="list-style-type: none"> - Implementation/ Action plan. - Board minutes. - Board reports. - Examples of how actions are being implemented through the organisation.
2.9	Support is available for staff and volunteers following a disclosure of abuse.	<ul style="list-style-type: none"> - Clear avenues of support in place - Internal and external support for more serious cases in place and happening routinely. 	<ul style="list-style-type: none"> - Communication of support available and contact details. - Information about what support is offered and any limitations. - Information about external support and how to access. - Webpage where information is available. - Procedure for accessing the support. - Information about who support is available for.

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			<ul style="list-style-type: none"> - Anonymised examples of when the support has been offered/ used.
2.10	Feedback from stakeholders, on safeguarding adult policy and procedures, is welcomed and encouraged to continually improve safeguarding practice and demonstrate shared ownership.	<ul style="list-style-type: none"> - Evidence engagement and feedback. - Information used to improve practice. - Information used across networks to promote adult safeguarding. - Shared ownership demonstrated. 	<ul style="list-style-type: none"> - Forum minutes/ consultation. - Survey/questionnaires. - Examples of feedback received and what is done with it. - Examples of improvements made following feedback received. - Examples of contributions and shared actions. - Examples of communications seeking views/ feedback

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Theme 3: Training and Staff Development

Criteria	Theme	How can you show this?	Supporting Evidence Suggestions
3.1 <i>Essential Criteria</i>	There is an organisational training plan to ensure that all roles receive the right level of safeguarding adult training, appropriate to their role and responsibilities.	<ul style="list-style-type: none"> - Adult safeguarding training requirements made clear. - Training requirements linked to working with adults. - Clear linkage of training courses to individual roles for staff and volunteers. - Information provided relating to expectations/ timescales for completion and/ or renewal. 	<ul style="list-style-type: none"> - Training plan/strategy - Matrix identifying various roles and training required - Webpage with training information and expectations - Communications/ newsletters showing training information and expectations - Links to various levels of training courses and how to access. - Staff/ volunteer induction information/ checklist and training requirements. - Recruitment policy training requirements.
3.2	All training is quality assured and meets the objectives of the organisation.	<ul style="list-style-type: none"> - Quality Assurance and evaluation processes that meets the organisational requirements 	<ul style="list-style-type: none"> - Evidence of commissioning recognised providers, that are specialists in their field, to deliver training or advise on in-house training. - Evidence of clear learning objectives and outcomes that meet the organisations roles and requirements. - Evidence of using accredited training courses, where applicable.
3.3	Training records are kept and maintained for compliance.	<ul style="list-style-type: none"> - Completion of training is recorded and monitored. 	<ul style="list-style-type: none"> - Training record. - Process / responsibility for logging training.

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		<ul style="list-style-type: none"> - Records show role differentiation, level of training completed, date of completion and date for renewal, where applicable. - Updates on training issued to Board. 	<ul style="list-style-type: none"> - Process for reminder and renewal expectations. - Board report. - Relevant meeting minutes to show decisions, discussions, reporting.
3.4	There is a process to assess effectiveness/impact of training received.	<ul style="list-style-type: none"> - Evaluation processes in place and being used. - Impact measures identified and shared/reported on - Evaluation outcomes used to make improvements. 	<ul style="list-style-type: none"> - Follow up surveys/feedback/discussion with staff/ volunteers. - Notes/ minutes/agendas from discussion in Team meetings/supervision to assess impact/learning. - Training evaluation forms and example of how feedback is used to review training, if applicable.
3.5	Safeguarding adults training is included in all staff and volunteer induction.	<ul style="list-style-type: none"> - Safeguarding adults training included, for all roles, as part of induction process. - Process includes staff and volunteers. 	<ul style="list-style-type: none"> - Induction checklist details. - Responsibilities/process for implementing induction. - Training course certificates. - Training course details/ learning outcomes/ content. - Training record log.
3.6	Safeguarding adults is threaded through complementary training courses such as equality, diversity and inclusion.	<ul style="list-style-type: none"> - Threads and alignment with other subject areas clear. - Evidence of a cultural commitment to safeguarding. - Staff and volunteers have access to a range of courses that complement their safeguarding adults training. 	<ul style="list-style-type: none"> - Complimentary Training course details/ learning outcomes/ content. - Examples of cultural commitment to safeguarding. E.g. values, statements, strategy, communications.

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Theme 4: Safe Recruitment

Criteria	Theme	How can you show this?	Supporting Evidence Suggestions
4.1 <i>Essential Criteria</i>	The organisation sets out safe recruitment procedures and ensures these are implemented throughout the sport/organisation.	<ul style="list-style-type: none"> - Clear process documented. - References safer recruitment and covers guidance on interview process such as exploring gaps in employment history. 	<ul style="list-style-type: none"> - Recruitment policy and supporting procedures. - Induction/supervision. - Club guidance on recruitment of volunteers. - Reference requirements. - DBS requirements.
4.2	Roles that require a background check and the level of check are clearly identified and supported by a clear renewal policy.	<ul style="list-style-type: none"> - Organisation is clear what roles require background checks / DBS checks for adult workforce. - Process in place to carry out appropriate checks. - Clear renewal policy/statement and process. - HR policies and codes of conduct make it clear that staff must report Police and criminal investigations/ convictions/ charges. - Information relates to DBS checks for adult workforce and regulated activity with adults. - Reference to DBS Code of Practice, where applicable. 	<ul style="list-style-type: none"> - Self-declaration form. - DBS Policy. - DBS application process. - Recruitment policy and procedure. - Job adverts/ information.

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4.3	A risk assessment is completed on all positive disclosure information.	<ul style="list-style-type: none"> - Comprehensive risk assessment process that enables recruiting staff to make fair decisions with sign off from appropriate Senior Manager. 	<ul style="list-style-type: none"> - Policy/procedure for recruitment decision making and sign off. - DBS Policy - Risk Assessment template - Anonymised example of completed risk assessment. - Rehabilitation of Offenders policy
4.4	Staff and employee induction includes familiarisation of the organisation's safeguarding adult procedures and expectations upon them.	<ul style="list-style-type: none"> - Complete coverage for all roles as part of induction. Staff made fully aware of safeguarding responsibilities. - Safeguarding adult training requirements in place for all roles. 	<ul style="list-style-type: none"> - Induction checklist & content details. - Sign off process confirming having read policy. - Staff handbook. - Examples of where information shared with staff e.g. intranet.
4.5 <i>Essential Criteria</i>	There is a commitment to the legal requirement to referring a person to DBS (or other agency) barred list in relevant circumstances.	<ul style="list-style-type: none"> - Legal requirement listed within policy and procedures 	<ul style="list-style-type: none"> - Safeguarding Adult policy - Safeguarding Adult procedures - DBS policy - Recruitment Policy - Case Management Group/ Lead Officer roles and responsibilities
4.6	Safe recruitment processes includes and meets the requirements of equal opportunity legislation and good practice in safeguarding adults.	<ul style="list-style-type: none"> - Safer recruitment policies and procedures align with adult safeguarding and EDI requirements. - Protected characteristics referenced. - Links to safeguarding adults safe recruitment. 	<ul style="list-style-type: none"> - Example Job adverts - Example application form - Recruitment policy/ procedures - Interview selection process and scoring system - Reasonable adjustments policy and process

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Theme 5: Codes of Conduct

Criteria	Theme	How can you show this?	Supporting Evidence Suggestions
5.1	The organisation has in place Code of Conducts for all roles within the sport or activity including for staff, volunteers and participants.	<ul style="list-style-type: none"> - Code of conduct detailing expected appropriate behaviours and boundaries for all roles. - Clear who each code of conduct applies to. - Relevant to adults. - Clear actions for breach of code of conduct. - Cross reference to safeguarding policy/procedure and other relevant policies. - Clear information about who to contact if you think someone has breached the code of conduct. 	<ul style="list-style-type: none"> - Codes of conduct for all roles within the organisation. - Evidence that code of conducts are made visible to all. - Evidence to show how the organisation's code of conduct explicitly relates to the welfare and rights of adults.
5.2 <i>Essential Criteria</i>	All those involved in sport and activity have access to and understand their Code of Conduct and have declared to uphold it.	<ul style="list-style-type: none"> - Clear process to sign/uphold code. - Organisational reinforcement of key messages. 	<ul style="list-style-type: none"> - Examples of how the Codes of Conducts are shared and made available. - Membership pack. - Staff /volunteer induction. - Website. - Posters at venues. - Code of conduct included in training. - Newsletters/comms reinforcing Codes of Conduct. - Participant information/ sign up process.

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			<ul style="list-style-type: none"> - Evidence to show how the organisation's Code of Conduct explicitly relates to the welfare and rights of adults.
5.3	Staff and volunteers understand the action that will be taken when a breach of the Code of Conduct occurs, including undertaking any disciplinary actions as outlined in the organisation's disciplinary procedures.	<ul style="list-style-type: none"> - Information is clear and communicated about the action taken if Code of conduct is breached. - Evidence of sanctions. - Investigation processes and recording of outcomes are fair and transparent. 	<ul style="list-style-type: none"> - Disciplinary procedures - Breach of code of conduct procedures - Examples of how a Code of Conduct breach is managed and dealt with. - Evidence of how a breach of the organisation's Code of Conduct is identified and reported.
5.4	The organisation has guidance in place that details what constitutes a breach of a position of trust with an adult.	<ul style="list-style-type: none"> - Breach of position of trust in relation to adults is defined and clear. - Guidance available. - Organisation is clear on how people in positions of authority can abuse their position in relation to adults as well as children. 	<ul style="list-style-type: none"> - Section in safeguarding policy. - Referenced in relevant training. - Staff are aware through communication. - Staff guidance on positions of trust, power and authority and how this can be misused and abused – relating to adults.
5.5	The Code of Conduct is included and cross referenced within the organisation's safeguarding adult's policy and procedures and any EDI policy and procedures.	<ul style="list-style-type: none"> - Language is consistent in all documentation. - Clear link/ reference in documents. 	<ul style="list-style-type: none"> - Safeguarding policy - EDI policy
5.6	The Code of Conduct makes clear that diversity is valued, and all adult participants	<ul style="list-style-type: none"> - The Code of Conduct makes it clear that it applies to all adults and that all should be treated with dignity and respect. 	<ul style="list-style-type: none"> - Codes of conduct

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	should be treated with dignity and respect.		
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Theme 6: Managing Safeguarding Adult Cases

Criteria	Theme	How can you show this?	Supporting Evidence Suggestions
6.1 <i>Essential Criteria</i>	The organisation has a process in place for managing safeguarding adult cases and queries.	<ul style="list-style-type: none"> - Able to show you have a clear process in place. - Case study examples to show how this works or would work in practice. 	<ul style="list-style-type: none"> - Reporting concerns process and internal procedures. - Case management process and internal procedures. - Recording / logging systems. - Clear understanding of remit and triage of concerns received. - Case studies. - CMG remit/ Terms of Reference (for those organisations who have a CMG). - Evidence of statutory involvement when required by the case management panel.
6.2	There are links to national organisations and/or local adult safeguarding boards with a range of information, guidance, templates and good practice examples which help your organisation manage safeguarding adult cases more effectively.	<ul style="list-style-type: none"> - Documentation to show the links and working in partnership with others to develop practice. - Helpful and accessible links to key organisations who can support. 	<ul style="list-style-type: none"> - Support available for LSO and staff. - Links to support organisations available to all parties involved in cases. - Links to support available on the website. - Case studies.
6.3	Disciplinary action is taken against staff or volunteers who have abused or neglected adults in their care, or otherwise	<ul style="list-style-type: none"> - Evidence of sanctions, investigation processes and recording of outcomes that are fair and transparent. 	<ul style="list-style-type: none"> - Disciplinary procedures. - Case Management procedures or process. - Storage of information.

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	contravened the Code of Conduct, and records are kept regarding outcomes.		<ul style="list-style-type: none"> - Case Studies/ examples. - Screenshots/ examples of how outcomes and records are kept.
6.4	Information and documents are stored in a safe way and are accessed by identified personnel only in line with data protection legislation and guidance.	<ul style="list-style-type: none"> - Evidence that Data Protection legislation is adhered to. 	<ul style="list-style-type: none"> - Privacy policy - Storage of information policy - Data Protection Policy - Screenshots of system used (redacted where necessary)
6.5 <i>Essential Criteria</i>	The organisation ensures they use all available safeguarding information, including learning from managed cases, to monitor and evaluate themes and inform the review and development of all relevant policies, procedures and processes	<ul style="list-style-type: none"> - Evidence of learning and applying this to safeguarding approaches. - Evidence of promotion across networks and affiliated clubs. - Discussion of learning at Board/other meetings. 	<ul style="list-style-type: none"> - Examples of learning from concerns, queries or processes. - Learnings included in action plan. - Minutes/agendas of meetings where learning (either from own managed cases or local/national cases) is discussed and actions recorded to inform policy review.
6.6	Adults involved in a safeguarding concern are involved in decision making as is outlined in the Mental Capacity Act.	<ul style="list-style-type: none"> - Key messages of capacity, consent and decision-making as outlined in the Mental Capacity Act (MCA) are included in Safeguarding policy and procedures. - Clear process on Mental Capacity Act and where to seek guidance. 	<ul style="list-style-type: none"> - Safeguarding Adults Policy - Safeguarding Adults procedures. - Report Form – includes section to record views, decisions from adult.
6.7	A person-centred approach is taken when managing safeguarding adult cases.	<ul style="list-style-type: none"> - A person-centred approach is clear and well documented. - Evidence of how individuals are involved in decision making that impacts them. 	<ul style="list-style-type: none"> - Safeguarding Adult Policy - Safeguarding Adult procedures. - Evidence from how concerns have been managed.

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		<ul style="list-style-type: none">- The key principles of Making Safeguarding Personal is included in safeguarding policy and implemented in practice.	<ul style="list-style-type: none">- Report Form includes section to record views/wishes of the adult- Case study- Examples of how the organisation provides support for victims and whistle blowers.- Examples of how the organisation provides support for alleged perpetrators.
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