



## **SIG Safeguarding Meeting Notes**

Date: 13 October 2030

Venue: online meeting

Attending: Iain Hayes (Halo Leisure), Rachel (Halo Leisure), Richard (Halo Leisure), Angie Green (Kirklees Active Leisure), Kim Baron (Impulse Leisure), Karen Papple (Tees Active), Dee Carty-Burland (Tees Active), Andrew Cadwallader (Teme Leisure), Andrea Pardoe (Link4Life), Chris Bladen (South Downs Leisure), Duncan Anderson (South Downs Leisure), Daniel Burford (activeNewham), Leon Phibben (Wellbeing@Merthyr), Kerry Griffiths (voluntary, Newport Live), Muir Forrest (GLL), Bobby Cole (BH Live), Matt Corder (Active Luton), Debbie Barker (Your Leisure), Clare Harper (Barnsley Premier Leisure), Jennifer Huygen (Community Leisure UK), Laura Whapham (Child Protection in Sport Unit).

Apologies: Kate Leonard (Aura Leisure & Libraries), Viv Harrison (Moseley Road Baths), Justine Chambers (Lincs Inspire), Craig Smart (Circadian Trust), Carol Trower (Active Luton), Lorna Mapson (Impulse Leisure), Jamie Hooper (Sport England), Joanne Pell (Ann Craft Trust), Nicola Dean (Ann Craft Trust).

### Agreed action points:

1. JH (Community Leisure UK) to set up a session with MIND on mental health and safeguarding.
2. Group members to share with JH (Community Leisure UK) any local projects done to support mental health of communities and staff from a safeguarding perspective. These will be collated and shared with the group accordingly.
3. AP (Link4Life) to share outcomes of GM Active trial of safeguarding module on Future Fit's Reactive training course.

### Partner updates (as shared via email):

#### *Sport England:*

- We have obviously been focussed on providing a lot of emergency support to the sector and have been tracking how the virus has been affecting different groups of people in different ways and have been trying to develop support mechanisms for them; our Tackling Inequalities Fund as an example.
- We are currently working on the release of our new Strategy which is due to come out early in the new year. We know this will be a 10 year strategy and that tackling inequalities is going to be a major leading factor.
- We have been doing a lot of work around the follow up from the Black Lives Matter movement and wider race inclusion discussions across the sector. We have published updates on our plans for how to address issues internally at Sport England, and our CEO has posted a number of personal blogs on this too.

- We are also reviewing both the Governance Code for Sport at the moment as well as the Equality Standards for Sport - both of which we hope will be effective tools to support our partners to better embed ED&I in everything they do.
- Much of our LGBT+ work continues behind the scenes at the moment and we are close to releasing our facilities guidance, and our review of trans inclusion in competition is ongoing too.

#### *Ann Craft Trust:*

- Safeguarding Adults in Sport Policy & Procedures Templates ([UPDATED](#))
- The ACT [Safeguarding Checklist](#)
- The [Safeguarding Adults in Sport Framework](#)
- Safeguarding Adults Basic Awareness [E-Learning Training](#) - ACT, in collaboration with UK Coaching, have produced a Basic Awareness online e-learning course on Safeguarding Adults. It is endorsed by CIMSPA and awarded 3 CPD points. It's an easy to use online course that covers all key areas of safeguarding adults for anyone working or volunteering in sport and activity clubs and organisations. There is a small fee to join onto the course.
- Safeguarding Adults Week 2020: 16 - 22 November. Sport & Activity Theme Saturday 21st November.

#### Meeting Notes:

LW introduced herself and gave a short update on the CPSU's current work.

JH noted apologies from Sport England and Ann Craft Trust. Question from Sport England: *We are debating whether we should release our trans inclusion facilities guidance following the GRA announcement recently, but am not sure it is the right time with the sector in a lot of trouble and many leisure centres either not open or facing closure. Do you think you could ask the group how they would feel about if we released it now? Would it be helpful? Would it be too much at the moment with everything going on?*

Responses from the group were mixed:

- It may not be the right time as organisations do not have the time to reflect on it and give it as much consideration as it deserves.
- It may help as society has moved the conversation in the past few months and changed the narrative, but trusts would like to bring this narrative back to inclusive practice.

The group held a roundtable discussion on the current challenges around safeguarding:

- Safeguarding is about people but when people are on furlough this is a challenge; there is a gap in the network which makes it more difficult to support. Staff working in bubbles when they return does not make this easier either;
- People are behind on training as they are not allowed to meet in-person;
- Safeguarding should be pushed up on the agenda within organisations as the past months it has not been the main priority but is now at risk of being forgotten about or not enough invested in to have good safeguarding practice;
- Less parents are allowed around activities which creates anxiety among coaches and trainers as they are being scrutinised more on their safe practice;

- Some colleagues mentioned examples where children are being left unaccompanied in the car or at home which will become / is becoming a safeguarding problem. This is happening due to Covid-19 restrictions and measures leading to school closures and children having to self-isolate if a teacher tests positive;
- Lockdown is different from house to house which will impact everyone's mental health differently. This means people coming into facilities will need different approaches for engagement. Therefore, safeguarding training for all staff is key;
- On the previous point, colleagues highlighted to remember the old way of working as well as the new. There is now, rightly so, a strong focus on making a venue Covid-secure but due to that, safeguarding took a back seat while this review of the current situation shows the importance of safeguarding training and good practice;
  - Employees will need to see that employers consider their safeguarding as paramount, particularly when they are being put in increased vulnerable positions with parents not being present, for example.
- Mental health of staff and their welfare is a major concern, especially where staff have had to deal with loss and are at risk of redundancy.

Following the roundtable, there was a further conversation around support for staff, with colleagues highlighting:

- The Future Fit 'reactivate' return to work training has been well received by those who tried it. There is also the option to include a safeguarding module, which GM Active is now trialling.
- Affordable online safeguarding training for staff, resources that were shared come from [ukactive](#) and [futurelearn](#) and [EduCare](#). See also resources shared by the Ann Craft Trust (page 2).
- Examples as shared by colleagues on specific support to staff around mental health:
  - Staff newsletters and updates mentioning mental health explicitly, including, for example, reminders of the organisation's mental health policies.
    - Example: rewrote our NOP/EAP and we foregrounded the Mental Health aspect of our policies. They've always been in place, but staff need to be reminded of the support that is in place, and establish a culture of listening to how we're feeling.
  - Support for the [Heads Up campaign](#).
  - Westfield Health – Big White Wall. Please contact Community Leisure UK for more information.