Safeguarding Adults Policy

> **Our safeguarding contacts**
>
> **Designated Safeguarding Lead:** Adam Moverley · 07853 777145 · adam@britishwrestlingrevolution.com
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> **Deputy Safeguarding Lead:** Kay Smithson · 07804 923879 · kay@britishwrestlingrevolution.com

1. Policy statement

EVO Academy CIC, operating as EVO Wrestling Academy, is committed to creating and maintaining a safe and positive environment, and accepts its responsibility to safeguard the welfare of all adults involved in our activities, in accordance with the Care Act 2014.

This policy and its procedures apply to all adults involved in EVO Wrestling Academy. We encourage partner organisations, clubs, suppliers and sponsors to share our commitment to the principles and practice set out here.

2. Principles

- All adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status, have the right to be protected from abuse and poor practice and to take part in an enjoyable and safe environment.
- We seek to make our activities inclusive and to make reasonable adjustments for any ability, disability or impairment, and we commit to continuous development, monitoring and review.
- The rights, dignity and worth of all adults will always be respected.
- We recognise that ability and disability can change over time, and that some adults may be more vulnerable to abuse, in particular those with care and support needs.
- We all share a responsibility for the safety and wellbeing of adults, and will act on and report concerns, whether they arise within EVO or in the wider community.
- All allegations will be taken seriously and responded to quickly, in line with this policy and the procedures of the local Safeguarding Adults Board.

3. The six principles of adult safeguarding

The Care Act 2014 sets out six principles that underpin the safeguarding of adults:

- **Empowerment:** people are supported and encouraged to make their own decisions and to give informed consent.
- **Prevention:** it is better to take action before harm occurs.
- **Proportionality:** the least intrusive response appropriate to the risk presented.
- **Protection:** support and representation for those in greatest need.
- **Partnership:** local solutions through services working with their communities, who have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability:** accountability and transparency in delivering safeguarding.

4. Making Safeguarding Personal

Making Safeguarding Personal means that adult safeguarding should be person-led and outcome-focused. It engages the person in a conversation about how best to respond to their situation in a way that improves their involvement, choice and control, as well as their quality of life, wellbeing and safety. Wherever possible we will discuss a safeguarding concern with the adult to understand what they would like to happen, keep them involved, and seek their consent to share information outside the organisation where necessary.

5. The wellbeing principle

Wellbeing runs throughout the Care Act and is central to adult safeguarding. By keeping these themes in mind, we help adults take part fully and safely:

- Personal dignity, including being treated with respect
- Physical and mental health and emotional wellbeing
- Protection from abuse and neglect
- Control by the individual over their day-to-day life
- Participation in work, education, training or recreation
- Social and economic wellbeing, and domestic, family and personal relationships
- Suitability of living accommodation, and the individual's contribution to society

6. Legislation

The practices and procedures in this policy are based on UK legislation and government guidance and complement the local Safeguarding Adults Board procedures. They take account of:

- The Care Act 2014
- The Mental Capacity Act 2005
- The Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedoms Act 2012
- The Domestic Abuse Act 2021
- The Sexual Offences Act 2003
- The Human Rights Act 1998
- The Data Protection Act 2018 and UK GDPR

7. Definitions

- **Adult:** anyone aged 18 or over.
- **Adult at risk:** a person aged 18 or over who has needs for care and support (whether or not the local authority is meeting any of them); is experiencing, or is at risk of, abuse or neglect; and, as a result of those care and support needs, is unable to protect themselves from the risk or experience of abuse or neglect.
- **Capacity:** the ability to make a particular decision at a particular time. The starting assumption must always be that a person has capacity unless it is established that they lack it (Mental Capacity Act 2005).

8. Types of abuse and neglect

The Care Act 2014 identifies the following as a guide; it is not an exhaustive list. Any of these may give rise to a safeguarding concern:

- **Self-neglect:** neglecting to care for one's hygiene, health or surroundings, including hoarding.
- **Modern slavery:** slavery, human trafficking, forced labour and domestic servitude.
- **Domestic abuse and coercive control:** psychological, physical, sexual, financial and emotional abuse, including so-called honour-based violence; it can occur between any family members.

- **Discriminatory abuse:** abuse centred on a difference or perceived difference, particularly a protected characteristic such as race, gender or disability.
- **Organisational abuse:** neglect and poor practice within a setting or service, including in a person's own home.
- **Physical abuse:** hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.
- **Sexual abuse:** rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual photography, subjection to pornography, and sexual acts to which the adult has not consented or was pressured into consenting.
- **Financial or material abuse:** theft, fraud, scamming, and coercion or misuse in relation to a person's finances, property, possessions, benefits or inheritance.
- **Neglect:** ignoring medical or physical care needs, or withholding the necessities of life such as medication, nutrition and heating.
- **Emotional or psychological abuse:** threats, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse or isolation.

Also relevant, though not listed in the Care Act 2014: cyberbullying, forced marriage, mate crime (where vulnerable people are befriended and then exploited), and radicalisation.

9. Designated Safeguarding Lead and Deputy

EVO Academy CIC has a named Designated Safeguarding Lead (DSL) with overall responsibility for safeguarding adults, and a named Deputy who acts when the DSL is unavailable. If a concern is about the DSL, report it directly to the Deputy, or straight to North East Lincolnshire Safeguarding Adults (see section 11).

10. Photography and media images

Consideration of how photos and media images are used is important, because of the risks of sharing images through social media. Consent is sought before images are taken, and we explain how they will be used and stored. In some cases it is not appropriate to use images, for example where someone is fleeing abuse, limits their online presence, or for religious or cultural reasons. Any images are stored in line with data protection law and used appropriately. Photography consent is recorded on our separate Photography & Media Consent form.

11. If you have a concern

- It is not your responsibility to decide whether or not an adult has been abused, but it is everyone's responsibility to act on and report concerns.
- If someone is in immediate danger, call the police on 999. Where you suspect a crime, involve the police.
- Report concerns about possible or alleged abuse, poor practice or wider welfare issues to the Designated Safeguarding Lead (or Deputy).
- Make a note of what you saw or were told, in the person's own words, with the date, time and your name.
- Remember Making Safeguarding Personal: seek the adult's view on what they would like to happen, and tell them you have a duty to pass the concern on.
- Distinguish between fact, observation, allegation and opinion, and keep the information confidential, sharing only with the safeguarding team and others on a need-to-know basis.

Our step-by-step response is set out in the EVO Safeguarding Response Procedure (Contain, Advise, Act), and concerns are recorded on our Incident Record, Safeguarding Assessment and Case Outcome & Closure Record.

Key reporting contacts

Who	Contact	When
Adult in immediate danger	**999**	Any time
NEL Safeguarding Adults	**01472 256256**	24 hours, 365 days
Police (non-emergency)	**101**	Any time
Concern about a child	**01472 326292 (opt 2, 2)**	Mon-Thu 8:30-5, Fri 8:30-4:30
NSPCC Helpline	**0808 800 5000**	Mon-Fri 8am-8pm

12. Related EVO documents

This policy should be read alongside the EVO Safeguarding Children & Young People Policy, the EVO Safeguarding Response Procedure (Contain, Advise, Act), the EVO Code of Conduct, the Equality, Diversity & Inclusion Policy, the Whistleblowing Policy, our Health & Safety arrangements, and our membership registration and consent forms.

13. Review, approval and signature

This policy is reviewed every year, or sooner if there is a change in legislation, guidance or our circumstances.

Came into force: 9 June 2026 **Last reviewed:** 15 June 2026 **Next review due:** 15 June 2027

Signed (Designated Safeguarding Lead): _____

Name: Adam Moverley **Date:** _____