



TWC Safeguarding Policy

**Including Standards, Code of Conduct and
Reporting a Safeguarding Concern Procedure**

As approved by the General Committee, January 2026

TheWimbledonClub.co.uk
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Safeguarding at The Wimbledon Club (“TWC”)

The Wimbledon Club acknowledges the duty of care to safeguard and promote the welfare of children and adults at risk. The club is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice, NSPCC and national sport governing bodies’ requirements.

The club’s safeguarding policy recognises that the welfare and interests of children and adults at risk are paramount in all circumstances.

It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- Have a positive and enjoyable experience of sport at The Wimbledon Club in a safe and inclusive environment.
- Are protected from abuse whilst participating in sport.

The Wimbledon Club acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy The Wimbledon Club will:

- Promote and prioritise the safety and well-being of children and adults at risk;
- Ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and adults at risk;
- Encourage and maintain a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously;
- Ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual(s) who raise or disclose the concern;
- Ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored;
- Prevent the employment/deployment of unsuitable individuals;
- Ensure robust safeguarding arrangements and procedures are in operation.

The TWC Head of Safeguarding, Jared Brading, can be contacted on: safeguarding@twcsport.co.uk.

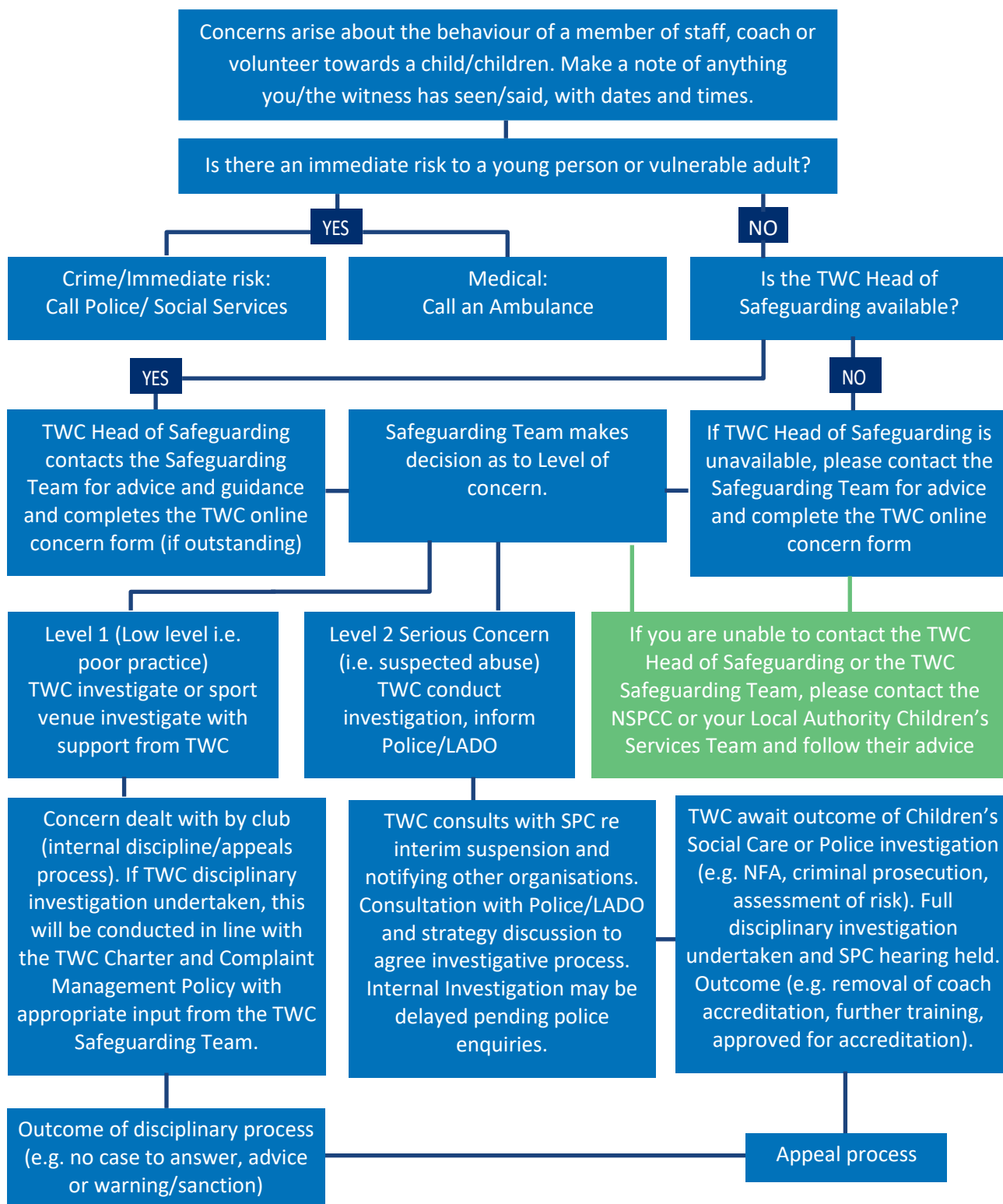
The club’s policy and procedures will be widely promoted and are mandatory for everyone involved in The Wimbledon Club. Failure to comply with the policy and procedures will be addressed and may result in dismissal/exclusion from the club.

Whistleblowing: Anyone who does not feel comfortable raising a concern with the Club Welfare Officer should contact the Local Authority Designated Officer (LADO).

The LADO (Local Authority Designated Officer) for Merton handles concerns about adults working with children, with contacts including John Shelley (main) and Christine Dyson (part-time), reachable at **020 8545 3187**, **020 8545 3179**, or via email at **LADO@merton.gov.uk**. They manage investigations into allegations of harm, ensuring proper procedures are followed for professionals and volunteers.

Concern Reporting Procedure

Anyone who is concerned about the well-being of a child/ adult at risk, or has a disclosure of abuse or neglect made to them must:



USEFUL CONTACTS
 TWC: 020 8971 8090
 NSPCC: 0808 800 5000
 Emergency Services: 999

NOTE
 You should inform the parent/carer of the concern, unless you believe it would put the child/adult at risk, yourself or others at risk.

TWC ONLINE CONCERN FORM
<https://www.twcsport.co.uk/safeguarding>

Safeguarding Policy

1. Policy Statement

The TWC Safeguarding Policy, Standards, Code of Conduct and Reporting a Safeguarding Concern Procedure are applicable to:

- TWC
- Cricket
- Hockey
- Squash
- Tennis

The primary aim of all organisations is to make sport open, growing and sustainable so that it is safe and inclusive. We are committed to prioritising the well-being of all children and adults at risk, promoting safeguarding to all Sports Sections, programmes, events and individuals; empowering them to champion a proactive approach to safeguarding; and upholding safeguarding requirements for venues, programmes, events and individuals that TWC runs, accredits and/or funds.

The TWC Safeguarding Team supports Sports Sections to safeguard children and adults at risk. This Policy, Standards and Code of Conduct strives to minimise risk and support venues, programmes, events and individuals to deliver a positive sporting experience for everyone. The Reporting a Safeguarding Concern Procedure outlines how to respond to safeguarding concerns/disclosures.

TWC recognises that it has a legal responsibility to safeguard children and adults at risk, including due regard to the need to prevent people from being drawn into extremism and terrorism (the Prevent Duty).

2. Use of terminology

Child: a person under the age of eighteen years.

Adult at risk of abuse or neglect: an adult who: has care and support needs; is experiencing, or is at risk of abuse or neglect; and because of their care and support needs cannot protect themselves against actual or potential abuse or neglect.

Safeguarding children: protecting children from abuse and neglect, preventing the impairment of children's health or development, preventing children from being drawn into extremism and/or terrorist activity, ensuring that they grow up in circumstances consistent with the provision of safe and effective care, and acting to enable all children to have the best life chances. Recognising that some children may be more vulnerable to abuse or neglect, such as children with disabilities. Recognises children as victims of domestic abuse if the child sees, hears, or experiences the effects of the abuse, and is related to, or falls under "parental responsibility" of, the victim and/or perpetrator of the domestic abuse.

Safeguarding adults at risk: protecting adults from abuse and neglect and preventing them from being drawn into extremism and/or terrorism. Enabling individuals to achieve the outcomes that matter to them in their life; protecting their right to live in safety, free from abuse and neglect. Empowering and supporting them to make choices, stay safe and raise any concerns. The Domestic Abuse Act 2021

specifies that domestic abuse occurs if those involved in the abusive behaviour are aged 16 or over and are personally connected to each other.

Beginning with the assumption that an individual is best-placed to make decisions about their own well-being, taking proportional action on their behalf only if someone lacks the capacity to make a decision; is exposed to a life-threatening risk; someone else may be at risk of harm; or a criminal offence has been committed or is likely to be committed.

(See appendix A for full glossary of terms).

3. Scope

TWC operates across Sports Sections under the umbrella of The Wimbledon Club.

Each Sports Section has direct safeguarding responsibility for:

- Staff, consultants, coaches and officials they employ;
- Volunteers, including board members and councillors they recruit;
- Events and programmes they run; and
- Ensuring all accreditation requirements are met by accredited coaches, officials and visitors.

Each Sports Section recommends and supports the development of good safeguarding practices to:

- Accredited coaches, officials and venues;
- Players, parents and carers;
- Volunteers recruited by other organisations;
- Venues hired by or on behalf of TWC;
- Events supported by TWC.

This Policy, Standards, Code of Conduct and Reporting a Safeguarding Concern Procedure are in line with national legislation, and applicable across the UK, to every person and place that TWC has direct safeguarding responsibility. Its Safeguarding responsibilities extend to digital and online environments connected to TWC activity, including coaching platforms, messaging groups, and social media. This policy is aligned with Working Together to Safeguard Children (2023) and will be updated annually in accordance with legislative and statutory changes.

Guidance on implementing the Safeguarding Standards is outlined in Implementing the Safe and Inclusive Sport Standards. Advice, guidance and support is available from the TWC Safeguarding Team.

4. Responsibility for the implementation of the Safeguarding Policy, Standards, Code of Conduct and Reporting a Safeguarding Concern Procedure

SAFEGUARDING IS EVERYONE'S RESPONSIBILITY: NOT RESPONDING TO A SAFEGUARDING CONCERN IS NOT AN OPTION.

- The General Committee has overall accountability for this Policy, Standards, Code of Conduct and Reporting a Safeguarding Concern Procedure.
- The Sports Committees have overall responsibility for its implementation within their Sports Section, in addition to ensuring compliance with any policies and guidelines set out by their own sport's governing bodies.

- The TWC Head of Safeguarding is responsible for updating this Policy, Standards, Code of Conduct and Reporting a Safeguarding Concern Procedure in line with legislative and organisational developments; and supporting Sports Sections to develop a proactive approach to safeguarding and respond to safeguarding concerns/disclosures.
- The TWC Head of Safeguarding and the Section Safeguarding Leads are responsible for supporting their teams to identify where safeguarding support is required; to implement safeguarding procedures in their team; and to support the TWC Safeguarding Team to carry out an organisation-wide safeguarding audit every year.
- Each Section Safeguarding Lead is responsible for advising and making decisions on safeguarding cases, in line with this Policy, Standards, Code of Conduct and Reporting a Safeguarding Concern Procedure.
- All staff, consultants, coaches, officials and volunteers are responsible for raising safeguarding concerns/disclosures with the TWC Safeguarding Team as outlined in the Reporting a Safeguarding Concern Procedure.
- Players, parents and carers are responsible for upholding the Safe and Inclusive Code of Conduct and Reporting a Safeguarding Concern Procedure.
- The Section Safeguarding Leads are responsible for ensuring appropriate safeguarding training is put in place for new joiners and to ensure that existing members of staff are kept up to date with any safeguarding developments.
- The TWC Head of Safeguarding has particular responsibility for the Prevent Duty relating to TWC's need to try to ensure that adults and children are not drawn into extremism or terrorist actions.

What is a low-level safeguarding concern?

A low-level or lower-level concern is any concern, doubt, or worry that a member of staff or volunteer may have acted in a way that conflicts with the standards and values of your organisation. It includes any behaviour which does not meet the expectations set out in your organisation's code of conduct.

Concerns or allegations can relate to behaviour inside or outside of work and do not have to directly involve children.

These worries might not be considered serious enough to meet the "harm threshold" whereby concerns should be referred to the police or children's services. However, they still require a response.

Low-level concerns might include:

- Inadvertent or thoughtless behaviour;
- Behaviour that might be considered inappropriate depending on the circumstances;
- Behaviour which is intended to enable abuse.

Examples of such behaviour could include:

- Being over-friendly with children;
- Having favourites;
- Adults taking photographs of children on their mobile phone;
- Engaging with a child on a one-to-one basis in a secluded area or behind a closed door;
- Humiliating children.

Where there is a safeguarding concern/disclosure:

- The individual who is told about, hears, or is made aware of the concern/disclosure is responsible for following the Reporting a Safeguarding Concern Procedure.
- The Section Safeguarding Leads are responsible for reporting all safeguarding concerns to the TWC Safeguarding Team.
- The TWC Safeguarding Team is responsible for assessing all safeguarding concerns/disclosures that are reported to them and working with the Section Safeguarding Leads to follow up as appropriate on a case-by-case basis, prioritising the well-being of the child / adult at risk at all times. Dependent on the concern/disclosure, a referral may be made to:
 - The TWC Head of Safeguarding or Sectional Safeguarding Leads for advice and decisions; and/or
 - The police in an emergency (999);
 - Local Authority Children’s Social Care Services for concerns/disclosures about a child;
 - Local Authority Adult Social Care Services for concerns/disclosures about an adult at risk;
 - Designated Officer (England; Wales); and national Disclosure and Barring Service for concerns/disclosures about a member of staff, consultant, coach, official or volunteer; and/or
 - The police Prevent Officer for concerns about children or adults at risk of being drawn into extremism or terrorist activity, extremist ideology, mixed, unstable and unclear ideologies.

5. Breaches of the Safeguarding Policy, Standards, Code of Conduct and Reporting a Safeguarding Concern Procedure

Where there are concerns that safeguarding good practice has not been followed, all staff, consultants, coaches, officials, volunteers and players are encouraged to follow any relevant whistleblowing policies or procedures that exist for their venue. Alternatively, the TWC Safeguarding Team can be contacted by completing the TWC Online Concern Form (<https://www.twcsport.co.uk/safeguarding>), by email at safeguarding@twcsport.co.uk or via Reception on 020 8971 8090. The NSPCC Whistleblowing advice line can also be contacted at 0800 028 0285 or help@nspcc.org.uk.

Breaches of this Policy and/or failure to comply with the outlined responsibilities may result in the following by TWC:

- Staff – disciplinary action leading to possible dismissal and legal action;
- Contracted consultants, officials and coaches – termination of current and future roles within all sections and possible legal action; and
- Recruited volunteers, including councillors and board members – termination of current and future roles within all Sports Sections and possible legal action.

Actions taken by staff, consultants, volunteers, officials, coaches, venues, and/or events outside of TWC that are seen to contradict this Policy may be considered a violation of this Policy.

Any breach of this policy will be handled in accordance with the TWC Complaint Management Policy and TWC Disciplinary Policy, which also set out the terms of any subsequent appeal.

6. Related policies and guidance

- [Wimbledon Cricket Club Safeguarding Children Policy](#)
- [Wimbledon Cricket Club Vulnerable Adults Policy](#)
- [Wimbledon Hockey Club Child Protection Statement](#)
- [Wimbledon Tennis Club Safeguarding Policy Statement](#)
- [England Hockey SafeGuard](#)
- [England Squash Safeguarding Children & Young People](#)
- [British Tennis Safeguarding Policy](#)
- [TWC Equity Policy](#)
- [TWC Complaint Management Policy](#)
- [TWC Online Safety Policy](#)

Safe and Inclusive Sports Standards

The Standards aim to set a minimum level of practice to promote and support safeguarding, diversity and inclusion in sport. Implementing the Safe and Inclusive Sport Standards is intended to be used alongside this Policy, Code of Conduct and Reporting a Safeguarding Concern Procedure; and the Equity policy.

Standard 1

We have Safeguarding, Diversity and Inclusion Policies and a Code of Conduct that applies to all staff, consultants, coaches, officials, volunteers, venues and events.

- All staff, consultants, volunteers, officials, coaches, venues and events follow our Safeguarding Policy, Standards, Code of Conduct and Reporting a Safeguarding Concern Procedure.
- Our policies and procedures are risk assessed, monitored and updated.

Standard 2

We empower children and adults to create safe and inclusive sport environments, both on and off the pitch/court.

- We support everyone to uphold the Fair Play values.
- Information, resources and guidance on how to stay safe, promote safeguarding, diversity and inclusion and report concerns is easy to access, understand and implement.
- There is a resourced Safeguarding Team; named TWC Head of Safeguarding; and named officials responsible for creating safe and inclusive sport environments at events and programmes run by TWC.
- Children and adults are actively encouraged to report any concerns they have about themselves or others; those who report concerns are protected and supported.

Standard 3

We prioritise safe and inclusive recruitment, induction, training and support.

- All applicable applications, interviews and references address safeguarding, diversity and inclusion requirements and attitudes
- All eligible staff, consultants, volunteers, accredited officials and coaches have a criminal records check.
- All TWC staff, accredited officials, accredited coaches, TWC Safeguarding Team members, relevant consultants and volunteers receive appropriate safeguarding, diversity and inclusion training and on-going support.

Standard 4

We protect people's confidential information about safeguarding, diversity and inclusion.

- Confidential information relating to safeguarding, diversity and inclusion is:
 - Stored securely
 - Accessed and processed securely
 - Shared securely and appropriately.

Standard 5

We address safeguarding and discrimination concerns immediately, prioritising the well-being of children and adults at risk.

- All concerns, including online concerns (cyber-bullying, sexting, grooming, extremism, radicalisation and all other forms of online abuse) are recognised, reported and responded to.
- All safeguarding and discrimination concerns/allegations made regarding a TWC member of staff, accredited official, coach, TWC Safeguarding Team member, volunteer, venue or event follow our disciplinary procedures and may be reported to external authorities.
- All concerns are reported immediately, following the Reporting a Safeguarding Concern Procedure.
- We foster a collaborative approach to safeguarding, diversity and inclusion across the organisation and with other agencies.

Safe and Inclusive Code of Conduct

- Prioritise the well-being of all children and adults at all times.
- Be a positive role model. Act with integrity, even when no one is looking.
- Help to create a safe and inclusive environment both on and off the pitch/court and promote the Fair Play values.
- Value and celebrate diversity and make all reasonable efforts to meet individual needs.
- Keep clear boundaries between your professional and personal life, including on social media.
- Check you have the relevant consent from parents/carers, children and adults before taking or using photos and videos.
- Ensure your own roles and responsibilities, and those of everyone you are responsible for, are clearly outlined and everyone has the information, training and support to carry them out.

WHERE POSSIBLE, DO NOT BE ALONE WITH A CHILD OR ADULT AT RISK.

- Do not abuse, neglect, harm, radicalise, draw into extremist behaviour, or discriminate against anyone; or act in a way that may be interpreted as such*
- Doing nothing is NOT an option: report all concerns and disclosures as soon as possible, following the Reporting a Safeguarding Concern Procedure. If someone is in immediate danger, call the police (999).

*It is illegal to have a relationship with someone who is under 18 years old if you are in a position of trust; it is illegal to have a sexual relationship with anyone under the age of 16 whether they give consent or not.

The Code of Conduct should be interpreted in a spirit of integrity, transparency and common sense, with the best interests of children and adults at risk as the primary consideration.

Appendix A: Glossary of Terms

ABUSE AND NEGLECT

- *Physical abuse*: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or adult at risk. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness.
- *Sexual abuse*: involves forcing or enticing a child or adult at risk to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child or adult at risk is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing or touching outside of clothing. They may also include non-contact activities, such as involving children / adults at risk in looking at, or in the production of, sexual images, watching sexual activities, encouraging them to behave in sexually inappropriate ways, or grooming someone in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can children.
- *Emotional abuse*: the persistent emotional maltreatment of a child or adult at risk such as to cause severe and persistent adverse effects on their emotional development. It may involve conveying to a child / adult at risk that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person; not giving them opportunities to express their views; deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed, including interactions that are beyond a child or adult at risk's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing them participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing a child or adult at risk to feel frightened in danger, or exploited. Some level of emotional abuse is involved in all types of maltreatment, though it may occur alone.
- *Social media and abuse*: Abuse can occur through social media. This is often hard to detect and can also constitute other types of abuse. Social media includes: social networking sites such as Facebook, Twitter, Instagram Tik-Tok; email; text messages; WhatsApp and Snapchat. Examples of abuse that can occur through social media include: unwanted sexual text messages and images (sexual abuse); unwanted communication (emotional abuse); inappropriate messaging with kisses attached (emotional and sexual abuse); requests for money (financial abuse); harassment (emotional abuse); intimidation (emotional abuse); sexual coercion (sexual abuse); stalking (emotional abuse); and cyber-bullying (emotional abuse).
- *Neglect*: the persistent failure to meet a child / adult at risk's basic physical and/or psychological needs, likely to result in the serious impairment of their health or development. It may involve a parent or carer failing to:
 - provide education, adequate food, clothing or shelter;

- protect a child / adult at risk from physical or emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's or adult at risk's basic emotional needs. Neglect may occur during pregnancy due to maternal substance abuse.

- *Radicalisation, extremism and terrorist behaviour*: Radicalisation is the process by which a person comes to support terrorism and/or forms of extremism. Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. There is no single way to identify an individual who is likely to be susceptible to extremist ideology. The internet and the use of social media can be a major factor in the radicalisation of people.

ADDITIONAL EXAMPLES OF ABUSE AND NEGLECT OF ADULTS AT RISK

- *Financial abuse*: having money or property stolen; being defrauded; being put under pressure in relation to money or other property; and having money or other property misused.
- *Discriminatory abuse*: treating someone in a less favourable way and causing them harm, because of their age, gender, sexuality, gender identity, disability, socio-economic status, ethnic origin, religion and/or any other visible or non-visible difference.
- *Domestic abuse*: includes physical, sexual, psychological or financial abuse by someone who is, or has been a partner or family member. Includes forced marriage, female genital mutilation and honour-based violence (an act of violence based on the belief that the person has brought shame on their family or culture). Domestic abuse does not necessarily involve physical contact or violence.
- *Psychological abuse*: including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
- *Organisational abuse*: where the needs of an individual are not met by an organisation due to a culture of poor practice or abusive behaviour within the organisation.
- *Self-neglect*: Behaviour which threatens an adult's personal health or safety (but not that of others). Includes an adult's decision to not provide themselves with adequate food, clothing, shelter, personal hygiene, or medication (when indicated), or take appropriate safety precautions.
- *Modern slavery*: encompasses slavery, human trafficking, criminal and sexual exploitation, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
- A person who is being abused may experience more than one type of abuse.
- Bullying and harassment are recognised as forms of abuse.

- Female Genital Mutilation (FGM) is recognised as a form of physical, sexual and emotional abuse that is practised in the UK (and elsewhere).
- Child Sexual Exploitation is recognised as a form of sexual abuse in which children are sexually exploited for money, power or status.
- Child trafficking is recognised as child abuse where children are often subject to multiple forms of exploitation. Children are recruited, moved or transported to, or within the UK, then exploited, forced to work or sold.
- People from all cultures are subject to abuse. It cannot be condoned for religious or cultural reasons.
- Abuse can have immediate and long-term impacts on someone's well-being, including anxiety, depression, substance misuse, eating disorders and self-destructive conducts, offending and anti-social conduct.
- Those committing abuse are most often adults, both male and female. However, child-to-child abuse also takes place.
- Some children and adults may be more vulnerable to abuse. For example, deaf and disabled people; people with mental health problems; new to the UK; or from minority groups (note this list is not exhaustive).

Appendix B: What to do if a disclosure from a child or adult at risk is made to you

1. Listen carefully and calmly to the individual.
2. Reassure the individual that they have done the right thing and what they have told you is very important.
3. Avoid questioning where possible, and never ask leading questions.
4. Do not promise secrecy. Let the individual know that you will need to speak to the TWC Safeguarding Lead because it is in their best interest. If you intend to speak to the police or social care, you should let them know this too.
5. Report the concern. In an emergency, call the police (999), otherwise talk to the TWC Safeguarding Lead as soon as possible. Do not let doubt/personal bias prevent you from reporting the allegation.
6. Record details of the disclosure and allegation using TWC's online concern form. If you do not have access to the online form, write down the details using what you have available then sign and date it.

Appendix C: TWC Safeguarding Team

- TWC Head of Safeguarding: Jared Brading
- Cricket Safeguarding Lead: Jonathan Speller
- Hockey Safeguarding Lead: Emma Demblon
- Squash Safeguarding Lead: Jared Brading
- Squash Safeguarding Deputy: Stacey Ross
- Tennis Safeguarding Lead: Erwan Nicolas
- Tennis Safeguarding Deputy: Olivia Tripp