A red and blue logo

Description automatically generated

**Child, Vulnerable Young Person & Adult Safeguarding Policy**

**INTRODUCTION**

This document sets out the Child, Vulnerable Young Person and Adult Safeguarding Policy for the Orkney 2025 International Island Games.

Orkney 2025 believes that all children and vulnerable young people and adults have the right to protection from abuse and neglect, and is committed to safeguarding them from harm.

A red and blue logo

Description automatically generated

**ABBREVIATIONS & DEFINITIONS**

* Child – anyone under the age of 16.
* Young person – those aged 16 and 17.
* Vulnerable adult – someone aged 18 or over who is unable to take care of themself, or unable to protect themself from significant harm or exploitation.

A red and blue logo

Description automatically generated

**SCOPE**

**Scope** **– who is bound by this policy?**

Those bound to follow this policy include all employees, contractors and volunteers of Orkney 2025.

**Scope** **– who does this policy protect?**

Orkney 2025 has a duty of care to safeguard from harm the children, vulnerable young people and adults who will be undertaking the following in respect of the Games: volunteering, spectating, competing, and staying in accommodation.

**Volunteers**

* No children will be volunteers for Orkney 2025, only young people and adults.
* Some children will volunteer with clubs to which they belong that are organising competitions during the Games, for activities such as medal bearers and kit carriers. Those children will be covered by their club’s safeguarding policies, as they would be during the club’s normal activities.
* Vulnerable young people and adults may be volunteers for Orkney 2025. In support of this, all volunteers were asked to detail any constraints or additional support needs when the volunteer roles were allocated.

**Spectators**

* Children, vulnerable young people and adults may attend competitions as spectators.

**Competitors**

* Children, vulnerable young people and adults may attend competitions as competitors.

**Competitors staying in accommodation**

* A red and blue logo

  Description automatically generatedChildren, vulnerable young people and adults may stay in Orkney 2025 accommodation between Thursday 10 and Sunday 20 Jul 25.

**RESPONSIBILITIES**

Orkney 2025’s Safeguarding Lead is the Board Chair, Gordon Deans. He is responsible for ensuring this policy is adopted and adhered to.

All Orkney 2025 employees, volunteers and contractors are responsible for adhering to this policy.

Member Island Games Associations are responsible for the safeguarding of their competitors as detailed below.

A red and blue logo

Description automatically generated

**POLICY**

**Policy to protect ALL the groups below**

* In the course of their roles, Orkney 2025 employees, contractors and volunteers should **not** allow themselves to be left alone with a child, or young person or adult who they have reasonable grounds for believing could be vulnerable.
* No representative of Orkney 2025 should put themselves in a situation that may make them vulnerable to claims of poor treatment or abuse of another person.

**Policy to protect volunteers**

* Vulnerable young people and adults are to make their Orkney 2025 supervisor aware of their vulnerable status and to outline any extra support they require.
* Orkney 2025 will allocate co-working roles to carers of vulnerable young people or adults who make this request.

**Policy to protect spectators**

* See the above *Policy to protect ALL the groups.*

**Policy to protect competitors**

* Annexes B to M detail the safeguarding policies of the clubs that are hosting the individual sports at Orkney 2025. Club members are required to abide by their clubs’ policies as they would do in the course of the club’s normal activities.

**Policy to protect competitors staying in accommodation**

* Orkney 2025 will sell accommodation to competitors across a wide range of venues.
* The safeguarding of children, vulnerable young people and adults staying in that accommodation remains the responsibility of the Member Island Representative to whom care of that person was transferred by their parent or guardian, and Member Island Representatives should allocate their bedspaces accordingly.
* In dormitory or hostel accommodation where sleeping accommodation is not in lockable rooms, Orkney 2025 will endeavour to provide additional bed spaces for chaperones.
* In dormitory accommodation security and health and safety rounds will be conducted hourly between 20:00 and 08:00. These rounds will be conducted by trained security personnel who will be checking on welfare and security of all communal spaces within the schools used as dormitories.
* Visiting Member Island Associations must have their own safeguarding policies in place and their Representatives should have a sound knowledge of those policies. Safeguarding of their personnel remains their responsibility throughout the period of their stay in Orkney 2025 accommodation.

A red and blue logo

Description automatically generated

**REQUIREMENTS FOR PROTECTING VULNERABLE GROUPS (PVG)**

A red and blue logo

Description automatically generatedNo employees, volunteers or contractors of Orkney 2025 will be specifically conducting “regulated work” involving working alone on a 1:1 basis with any children, vulnerable young people and adult, where this does happen will be incidental to their role, therefore no PVG checks are required.

**TYPES OF ABUSE AND WHAT TO LOOK FOR**

In undertaking roles with Orkney 2025, employees, volunteers and contractors may witness abusive behaviour. Abuse is a violation of an individual’s human and civil rights by another person**.** It takes many forms but those most likely to be witnessed in this setting are:

* Physical abuse (hitting, pushing, shaking or inappropriate restraint)
* Bullying (including how this makes the recipient feel, not just the intent of the perpetrator)
* Emotional/psychological abuse (intimidation or humiliation)
* Discriminatory abuse (racial, sexual or religious harassment)

A red and blue logo

Description automatically generated

**HOW TO RESPOND TO ABUSE**

1. If it safe to yourself to do so, take the person to a place of safety within one of the Orkney 2025 venues. **DO NOT** allow yourself to be alone with them; ensure other volunteers, employees or contractors are with you.
2. In any case, contact the Games Operation Centre (+44 1856 886197) who will advise on the next course of action and contact one of the numbers below for additional help on your behalf.
3. In the event of an emergency, call 999 before undertaking any other actions.

OIC Duty Social Worker Mon-Fri 0900-1700 +44 1856 873535

Out of Hours Duty Social worker All other times +44 1856 888000

Police Scotland 24 hour cover 101 or 999 in an emergency

A red and blue logo

Description automatically generated

**RECORDS**

During Games-time (Thursday 10 - Sunday 20 Jul), all reports from employees, contractors and volunteers relating to children, vulnerable young people and adults should be sent to the Games Operation Centre (+44 1856 886197), in the St Magnus Suite at the Pickaquoy Centre for logging and onward referral where required.

A red and blue logo

Description automatically generatedOutside Games-time, all reports from employees, contractors and volunteers relating to children and vulnerable young people and adults should be sent to Gordon Deans: [chair@orkney2025.com](mailto:chair@orkney2025.com) for logging and onward referral where required.

**TRAINING**

Orkney 2025 volunteer supervisors and employees will be trained to listen to their volunteers’ requests for additional support or vulnerable status and to approach each such individual with compassion and in a non-judgemental manner.

All Orkney 2025 employees and volunteers will receive basic safeguarding training during the in-person training sessions. Recordings of these training sessions will be made available to those unable to attend.

Orkney 2025 contractors will be given a copy of this policy and encouraged to ask any questions prior to commencement of duties with Orkney 2025.

A red and blue logo

Description automatically generated

**Sports’ Safeguarding Policies are available on request:**

1. Archery
2. Athletics
3. Badminton
4. Cycling
5. Football
6. Golf
7. Gymnastics
8. Lawn Bowls
9. Sailing
10. Squash
11. Swimming
12. Triathlon