



ENGLAND BOXING SAFEGUARDING ADULTS POLICY

Version 4.0 – 26 March 2026

Reporting a Safeguarding Concern

All safeguarding concerns must be reported as soon as possible to a Club Welfare Officer (CWO) or Regional Welfare Officer (RWO) and/or to England Boxing's Compliance & Safeguarding Manager (CSM) or Compliance Team.

All safeguarding referrals are managed by England Boxing, with CWOs and RWOs providing support in the referral process to England Boxing.

The CSM can be contacted via email at safeguarding@englandboxing.org

**or the safeguarding mobile on
07590 600 001**

during office hours Monday-Friday.

**If an adult at risk is in immediate danger,
please call the emergency services on 999.**

The process for reporting safeguarding concerns is provided at S6 of this Policy.

Definitions

Adult at Risk – Any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and/or support.

Behaviour – Acts by a participant that is physical, verbal, written or via digital media.

Breach – Behaviour that conflicts with statements from within England Boxing's rules, policies, codes, procedures or guidelines.

Child – Any person under the age of 18 as defined by the Children Act 1989 and 2004.

Compliance & Safeguarding Manager (CSM) – A person appointed and employed by England Boxing to manage disciplinary and safeguarding cases and education.

DBS – The Disclosure & Barring Service supports England Boxing in making safer recruitment decisions by processing and issuing DBS checks. They are an independent body to England Boxing.

DBS Panel – A suitably qualified group of people, appointed by but not employed by England Boxing, who are independent of the DBS Review and will determine the outcome of a DBS Panel referral.

Safeguarding Review Panel (SRP) – A suitably qualified group of people, appointed by but not employed by England Boxing, who are independent of the safeguarding referral and will determine the outcome of a Safeguarding Review Panel referral.

England Boxing activity (EB activity) – Boxing, coaching, officiating, medicals or administration at clubs, competition venues, places of work, or remotely, at club, regional, national or international level, that take place under England Boxing rules, policies, codes, procedures or guidelines.

Participant – Members of EB as well as others involved in Olympic boxing in England, including but not limited to boxers, coaches, officials, national/regional/club officers, clubs, regional associations, volunteers and parents/carers.

Regulated Activity – Activities where members regularly interact with children, young people and/or adults at risk on a weekly basis and require an Enhanced DBS and Barred List check to validate their role in boxing.

Statutory Agencies – EB reserves the right to involve statutory agencies in appropriate matters and will support the police, Local Authority Designated Officer (LADO), Safeguarding Adults Designated Officer (SADO), UK Anti-Doping (UKAD) and any other relevant body regarding referrals and investigations.

Young Person – Any person between the ages of 14-18 as defined by the Child and Young Persons Act 1933 & 1989. Within this Policy this also includes Apprentices employed by England Boxing.

1. Policy Statement

England Boxing (EB) is committed to safeguarding and promoting the welfare of children, young people and adults at risk involved in our sport. All children, young people and adults at risk must be valued and treated with equality and fairness, regardless of their age, gender, race, colour, nationality, ethnic or national origin, ability, disability, religion or belief, or sexual identity. Every child, young person and adult at risk should be able to participate in boxing in a safe, friendly and enjoyable environment. **Safeguarding is everyone's responsibility.** The implementation of this Policy and the Safeguarding Code apply to all participants in boxing in England.

2. Key Safeguarding Principles

- 2.1. EB will safeguard adults at risk by ensuring that our activities are delivered in a way which keeps all adults safe.
- 2.2. EB is committed to creating a culture of zero-tolerance of harm to adults at risk through the recognition of adults who may be at risk and the circumstances which may increase risk, knowing how adult abuse or exploitation or neglect manifests itself and being willing to report safeguarding concerns. This extends to recognising and reporting harm experienced anywhere, including within EB activity, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.
- 2.3. EB acknowledges best safeguarding practice to uphold the rights of all adults at risk to live a life free from harm from abuse, exploitation and neglect.
- 2.4. EB recognises that health, well-being, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives.
- 2.5. EB recognises that there is a legal framework within which sports need to work to safeguard adults at risk who have needs for care and support and for protecting those who are unable to take action to protect themselves, and will act in accordance with the relevant safeguarding adults legislation and with local statutory safeguarding procedures.
- 2.6. Actions taken by EB will be consistent with the principles of adult safeguarding, ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult(s) concerned.

3. Purpose & Scope

- 3.1. EB recognises that the nature of combat sport precludes some adults from participation in competitive boxing under the rules of EB. However, this Policy seeks to address the increasing number of identified adults at risk participating in boxing at a recreational level through initiatives such as Parkinsons Boxing and Box In Mind. The Policy also supports a number of members who are coaches or officials and are also identified as an adult at risk.
- 3.2. The purpose of this Policy is to demonstrate the commitment of EB to safeguarding adults and to ensure that staff, Apprentices, coaches, club welfare officers (CWO) and Board members aware of:
 - a. the legislation, policy and procedures for safeguarding adults;
 - b. their role and responsibility for safeguarding adults; and
 - c. what to do, or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within EB.
- 3.3. This Policy and associated rules, policies, codes, procedures or guidelines apply to all members of EB, including staff, Apprentices, coaches, volunteers and Board members, and to all concerns about the safety of adults whilst taking part in EB activity and in the wider community.
- 3.4. We expect our partner organisations, including affiliated clubs, regions, suppliers and sponsors, to adopt and demonstrate their commitment to the principles and practice as set out in this Policy and the Safeguarding Code.

4. England Boxing's Commitments

- 4.1. In order to implement this Policy, EB will ensure that:
 - a. all participants can access the Safeguarding Adults Policy and know what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult at risk;
 - b. any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with this Policy;
 - c. the well-being of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding safeguarding reasons not to;
 - d. any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm;
 - e. confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with the Privacy & Data Protection Policy;

- f. EB acts in accordance with best practice advice from Sport England, the Ann Craft Trust and NSPCC Sport;
- g. EB will cooperate with statutory agencies such as police and the relevant Local Authorities in taking action to safeguard an adult;
- h. all members of EB, including staff, Apprentices, coaches, volunteers and Board members understand their role and responsibility for safeguarding adults and have completed and are up to date with safeguarding training appropriate for their role;
- i. EB uses safe recruitment practices and continually assesses the suitability of volunteers, Apprentices and staff to prevent the employment/deployment of unsuitable individuals in this organisation and within the sporting community;
- j. EB shares information about anyone found to be a risk to adults with the appropriate bodies such as Disclosure and Barring Service, police and the Local Authority;
- k. when planning activities and events EB includes an assessment of, and risk to, the safety of participants from abuse and neglect and designates a person who will be in attendance as the Event Safeguarding Officer (ESO);
- l. actions taken under this Policy are reviewed by the Board and Senior Leadership Team on an annual basis; and
- m. this Policy is reviewed annually and whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board, UK Sport or Sport England, and as a result of any other significant change or event.

5. Safeguarding Adults at Risk Legislation

- 5.1. In England, under the Care Act 2014 an adult at risk is defined as an individual aged 18 years and over who:
 - a. has needs for care and support (whether or not the Local Authority is meeting any of those needs); and
 - b. is experiencing, or at risk of, abuse or neglect; and
 - c. as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

- 5.2. The Care Act 2014 principles are:
 - a. Empowerment – people being supported and encouraged to make their own decisions and informed consent;
 - b. Prevention – it is better to take action before harm occurs;
 - c. Proportionality – the least intrusive response appropriate to the risk presented;
 - d. Protection – support and representation for those in greatest need;

- e. Partnership – local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse; and
 - f. Accountability – accountability and transparency in delivering safeguarding.
- 5.3. There is a legal duty on Local Authorities to provide support to adults at risk. The safeguarding legislation applies to all forms of abuse that harm a person's well-being.
- 5.4. The law provides a framework for good practice in safeguarding that makes the overall well-being of the adult at risk a priority of any intervention. It emphasises the importance of person-centred safeguarding, referred to as 'Making Safeguarding Personal' in England.
- 5.5. The law also provides a framework for making decisions on behalf of adults who can't make decisions for themselves (see S7) and provides a framework for sports organisations to share concerns they have about adults at risk with the Local Authority.

6. Identifying & Reporting Safeguarding Concerns

- 6.1. If any participant has any concerns for the welfare of an adult at risk, arising from potential abuse or mistreatment by a coach, participant (including a peer) or third party, it must be reported immediately to EB's Compliance & Safeguarding Manager (CSM) and Compliance Team, either directly, or via the Club Welfare Officer (CWO) or Regional Welfare Officer (RWO). That includes recent and non-recent abuse. In certain cases, where the concern is grave or the risk immediate, it should be reported to the police before EB reporting procedures are used.
- 6.2. Safeguarding concerns can arise in many ways, places and contextual settings. The starting point is that the participation of adults at risk in boxing must be enjoyable and safe. Any behaviour or safeguarding breach that puts at risk the welfare of an adult at risk is a safeguarding issue.
- 6.3. All safeguarding concerns must be reported as soon as possible and within 24 hours to a CWO or RWO and/or to England Boxing's CSM or Compliance Team. This referral and reporting may take place directly with the CSM or via the CWO and/or RWO route.**
- 6.4. All safeguarding referrals are managed by England Boxing, with CWOs and RWOs providing support in the referral process to EB.**

- 6.5. The CSM can be contacted via email at safeguarding@englandboxing.org or the safeguarding mobile on 07590 600 001 during office hours Monday-Friday.**
- 6.6. If an adult at risk is in immediate danger, please call the emergency services on 999.**
- 6.7. While it is not the direct responsibility of EB staff or volunteers to decide whether or not abuse has taken place, it is the CSM's responsibility alongside a case management team to triage referrals based on the evidence provided. In line with the Safeguarding Procedure the CSM may need to refer concerns to statutory agencies who will ensure it is investigated in line with the rules, policies, codes, procedures or guidelines of EB and wider government legislation.

7. Mental Capacity & Decision Making

- 7.1. Most adults have the ability to make their own decisions given the right support. However in some cases, adults with care and support needs experience other people making decisions about them and for them.
- 7.2. Some people can only make simple decisions or can only make decisions if a lot of time is spent supporting them to understand the options. If someone has a disability that means they need support to understand or make a decision this must be provided. A small number of people cannot make any decisions. Being unable to make a decision is called "lacking mental capacity".
- 7.3. Mental capacity refers to the ability to make a decision at the time that decision is needed. A person's mental capacity can change. If it is safe to do so, wait until they are able to be involved in decision making or to make the decision themselves.
- 7.4. Not being allowed to make decisions one can make, is abuse. Where an adult is being abused and they are scared of the consequences of going against the views of the person abusing them, this is recognised in the law as coercion.
- 7.5. Mental Capacity must also be considered when we believe abuse or neglect might be taking place. It is important to make sure an adult at risk has choices in the actions taken to safeguard them, including whether or not they want other people informed about what has happened, however, in some situations the adult may not have the mental capacity to understand the choice or to tell others their views.
- 7.6. Each home nation has legislation that describes when and how we can make decisions for people who are unable to make decisions for themselves. The principles are:

- a. we can only make decisions for other people if they cannot do that for themselves at the time the decision is needed;
- b. if the decision can wait, then wait – e.g. to get support to help the person make their decision or until they can make it themselves;
- c. if we have to make a decision for someone else then we must make the decision in their best interests (for their benefit) and take into account what we know about their preferences and wishes; and/or
- d. if the action we are taking to keep people safe will restrict them then we must think of the way to do that which restricts their freedom and rights as little as possible.

7.7. Many potential difficulties with making decisions can be overcome with preparation. A person needing support to help them make decisions whilst taking part in a boxing activity will ordinarily be accompanied by someone such as a family member or formal carer whose role includes supporting them to make decisions.

7.8. There may be times when a sporting organisation needs to make decisions on behalf of an individual in an emergency. Decisions taken in order to safeguard an adult who cannot make the decision for themselves could include:

- a. sharing information about safeguarding concerns with people that can help protect them; and/or
- b. stopping them being in contact with the person causing harm.

8. Resources

8.1. This Policy should be read in conjunction with the following EB policies, codes, procedures and guidelines in priority order:

- a. Safeguarding Code;
- b. Safeguarding Procedure;
- c. Positions of Trust Guidance; and
- d. Whistleblowing Guide – Safeguarding.

8.2. Further guidance documents can also be found as part of EB's rules, policies, codes, procedures or guidelines on the website at <https://www.englandboxing.org/rules-regs-resources/forms-and-resources/>.

8.3. This Policy has been influenced by the guidance provided by:

- a. [Ann Craft Trust](#);
- b. [NSPCC Sport](#);

8.4. Wellbeing and mental health signposting is available on the EB website at <https://www.englandboxing.org/members/mental-health/>.

Version 2.1	Approved by the Board	September 2020
Version 3.1	Approved by the Board	March 2023
Version 4.0	Approved by the Board	26 March 2026

Review Schedule		
<i>Date of Review</i>	<i>Version</i>	<i>Summary of Changes</i>
March 2023	3.1	Updated for legislation and updated terminology and job descriptive names (CWO)
26 March 2026	4.0	New policy based on updates and policy template from the Ann Craft Trust and EB's new Safeguarding Code November 2025

Major additions to this Policy are highlighted in yellow for reference.