

SECTION	Safeguarding
POLICY	Safeguarding Risk Management Policy
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1. Introduction

The risk management policy is designated to ensure consistency in the identification, assessment, and mitigation of safeguarding risks across the organisation. The policy aims to provide clear guidelines for safeguarding children and vulnerable adults from harm, ensuring that the safety and wellbeing of all stakeholders are prioritised in every aspect of our operations.

2. Scope

This policy applies to all Employees, volunteers, contractors, and third-party partners involved in the provision of services, activities, or interactions with vulnerable individuals, including children, adults at risk, and those in care or support settings.

3. Definitions

- Safeguarding risk – the potential of harm or abuse of children or vulnerable adults arising from actions or inactions or organisational activities and general public on the footprint of the Club Doncaster Sports Village Stadium.
- Vulnerable individuals – children, adults at risk, or those with physical, mental or emotional vulnerabilities who may require special protection or support.
- Mitigation – actions taken to reduce or eliminate the impact of identified safeguarding risks.

4. Principles of risk management

The following principles will guide the identification, assessment, and mitigation of safeguarding risks:

- Proactive approach – Club Doncaster will identify safeguarding risks before they escalate.
- Responsibility – all staff members, volunteers and partners at Club Doncaster are responsible for ensuring the safety of vulnerable individuals.
- Accountability – there will be clear accountability at every level for safeguarding decisions and actions.
- Consistency – risk management procedures will be consistently applied to ensure uniformity in the handling of safeguarding risks.
- Prevention – the priority will be on preventing harm, not merely responding to it.
- Collaboration – Club Doncaster will work with relevant authorities, experts, and stakeholders to maintain best practices in safeguarding.

5. Risk management framework

The process of managing safeguarding risks will follow a structured framework consisting of the following steps:

A. Risk identification

- Safeguarding risks will be regularly assessed through activities such as risk assessments, risk registers, incident reports, and consultations with safeguarding experts.
- Reviewing safeguarding policies and procedures regularly will help identify any weaknesses or gaps.
- Engaging staff, volunteers and stakeholders in identifying areas where safeguarding risks may arise.

B. Risk assessment

- Identification of the likelihood of the event and impact on the individual(s) safety and wellbeing.
- Risks will be categorised into low, medium or high based on the severity and likelihood of occurrence.
- The level of risk for the vulnerability of individuals involved in activities, factoring in age, physical and mental health and prior safeguarding concerns.

C. Risk mitigation

- Develop and implement measures to prevent identified risks, which includes background checks for staff and volunteers working with children and vulnerable adults. While also providing sufficient safeguarding training.
- Establish robust safeguarding policies that guide staff and stakeholders on handling concerns, incidents, and reporting procedures.

- Clearly define protocols for managing incidents, including immediate actions, support for affected individuals, investigation, and reporting.

D. Monitoring and review

- Safeguarding risks will be continuously monitored through regular meetings and Patronus being monitored.
- Formal reviews of risk management procedures will be conducted by the first of July every year.
- Incidents will be analysed from cases to identify any trends and refine risk management strategies.

E. Training and awareness

- All staff undergo regular training on safeguarding practices, recognising risks, and how to respond appropriately.
- Staff in positions of higher responsibility will receive specialising training.
- All new employees and volunteers will undergo comprehensive induction training, including safeguarding protocols.

6. Roles and responsibilities

Safeguarding Lead(s)	Responsible for overseeing the implementation of this policy, ensuring adherence to risk management protocols, and acting as the central point for reporting safeguarding concerns.
Senior Executive Officers	Ensures that adequate resources are allocated to risk management and that safeguarding policies are effectively enforced.
Staff and volunteers	Must adhere to safeguarding policies, report any risks or incidents, and participate in training and awareness initiatives.
External partners/contractors	Must comply with the organisation's safeguarding policies when engaging with vulnerable individuals.

7. Reporting and escalation process

Immediate action	If a safeguarding risk or incident occurs, immediate action must be taken to protect the vulnerable individual(s), including contacting appropriate authorities and ensuring the safety of those affected.
Formal reporting	All safeguarding concerns to be logged on Patronus and reported to the Designated Safeguarding Officer as soon as possible.
Escalation procedures	If concerns are not resolved at the initial level, the issue must be escalated to higher levels of management and, if necessary, external authorities such as LADO and Child Services.

8. Evaluation of risk management effectiveness

- Regularly randomly test staff to assess their awareness and understanding of safeguarding and Club Doncaster policies and procedures.
- Incident tracking to help ensure measures are put in place to help prevent any safeguarding incidents to reoccur.
- Independent external audits to be conducted randomly which help evaluate the effectiveness of safeguarding policies and practices.

9. Policy review and updates

This policy will be reviewed and updated annually or when significant changes in operations, legal requirements, or safeguarding best practices occur. This policy will be amended accordingly, and any changes will be communicated to stakeholders.

