

Esports Wales

Safeguarding Adults at Risk Policy

Status: Board approved safeguarding policy

Applies to: Directors, Members, Staff, Volunteers, Participants, Partners

Owner: Board of Directors

Designated Safeguarding Lead (DSL): Appointed Safeguarding Lead

Board Safeguarding Lead: Welfare & Safety Lead Director

Review cycle: Annual

Next review due: 12 months from adoption

1. Policy Statement

1.1 **Esports Wales CIC** (“the Company”) is committed to **safeguarding and promoting the welfare of adults at risk** who engage with esports activities in Wales.

1.2 We recognise that adults at risk have the **right to live free from abuse, harm, neglect, and exploitation**, and to participate in esports in a **safe, respectful, inclusive, and empowering environment**.

1.3 Safeguarding adults at risk is a **shared responsibility**, with ultimate accountability resting with the **Board of Directors**.

2. Legal & Guidance Framework

This policy is informed by and consistent with:

- Care Act 2014
- Social Services and Well-being (Wales) Act 2014
- UK Government safeguarding principles
- CPSU / NSPCC safeguarding standards



- Sport England & UK Sport Code for Sports Governance
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3. Scope

3.1 This policy applies to:

- adults at risk (18+)
- players, participants, officials, volunteers, and staff
- Board and committee members
- clubs, members, and affiliated organisations

3.2 It applies across:

- physical venues and events
 - online and digital environments
 - training, competition, education, and community programmes
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4. Definition of an Adult at Risk

4.1 An **adult at risk** is a person aged 18 or over who:

- has needs for care and support, and
- is experiencing, or at risk of, abuse or neglect, and
- is unable to protect themselves because of those needs

4.2 This may include (but is not limited to) individuals with:

- physical or learning disabilities
- mental health conditions
- neurodivergence
- sensory impairments



- illness, injury, or reduced capacity
 - social isolation or dependency
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5. Types of Abuse & Harm

Esports Wales recognises that adults at risk may experience:

- **Physical abuse**
 - **Emotional or psychological abuse**
 - **Sexual abuse or exploitation**
 - **Financial or material abuse**
 - **Neglect or acts of omission**
 - **Discriminatory abuse**
 - **Domestic abuse**
 - **Modern slavery or exploitation**
 - **Online abuse**, including:
 - coercion or grooming
 - cyberbullying or harassment
 - financial exploitation via digital platforms
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6. Safeguarding Principles

Esports Wales follows the recognised safeguarding principles for adults:

- **Empowerment** – supporting informed choice and consent
- **Prevention** – acting to prevent harm before it occurs
- **Proportionality** – least intrusive response appropriate to risk



- **Protection** – support and representation for those most at risk
 - **Partnership** – working with agencies and organisations
 - **Accountability** – transparency and responsibility in safeguarding
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7. Roles & Responsibilities

7.1 Board of Directors

- Holds ultimate accountability for safeguarding adults at risk
- Appoints a **Board-level Welfare & Safety Lead**
- Ensures appropriate policies, procedures, and resources

7.2 Designated Safeguarding Lead (DSL)

- Acts as the primary contact for safeguarding adults at risk
- Receives and manages safeguarding concerns
- Liaises with statutory agencies and partners
- Maintains safeguarding records

7.3 All Staff, Volunteers & Members

- Have a duty to safeguard adults at risk
 - Must comply with this policy and associated procedures
 - Must report safeguarding concerns promptly
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8. Consent & Capacity

8.1 Esports Wales recognises the importance of **consent and autonomy**.

8.2 Where possible:

- adults will be supported to make informed decisions

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- consent will be sought before sharing information

8.3 Consent may be overridden where:

- there is serious risk of harm
 - a criminal offence may have occurred
 - others may be at risk
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9. Safer Recruitment, Training & Conduct

9.1 Esports Wales will:

- apply safer recruitment practices
- provide safeguarding awareness training
- promote clear Codes of Conduct

9.2 All individuals must:

- maintain appropriate boundaries
 - act with respect and dignity
 - avoid behaviour that could cause harm or distress
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10. Online & Digital Safeguarding

10.1 Esports Wales recognises that adults at risk may face **heightened vulnerability in online environments**.

10.2 We will:

- promote digital safety and inclusion
- address online abuse or exploitation
- take action where online behaviour causes harm



11. Reporting Safeguarding Concerns

11.1 Anyone who has a concern about an adult at risk must **report it without delay**.

11.2 Concerns may be reported to:

- the Designated Safeguarding Lead
- the published safeguarding contact details
- emergency services where there is immediate risk

11.3 No individual will be penalised for raising a concern in good faith.

12. Responding to Safeguarding Concerns

12.1 All concerns will be:

- taken seriously
- recorded appropriately
- managed in line with safeguarding procedures

12.2 Esports Wales will work with:

- local authority safeguarding teams
- police and health services
- partner organisations

where necessary to protect an adult at risk.

13. Confidentiality & Information Sharing

13.1 Safeguarding information will be:

- handled sensitively

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- shared on a need to know basis

13.2 Confidentiality will **not** prevent action where an adult is at risk of serious harm.

14. Allegations Against Staff, Volunteers or Officials

14.1 Allegations involving staff or volunteers will be:

- managed fairly and promptly
 - referred to statutory agencies where required
 - handled in accordance with relevant procedures
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15. Monitoring & Review

15.1 This policy shall be reviewed:

- annually
- following any serious safeguarding incident
- following changes in legislation or guidance

15.2 Esports Wales is committed to continuous improvement in safeguarding practice.

16. Adoption

16.1 This Safeguarding Adults at Risk Policy was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: ___02/03/2026___

Signed (Chair): ___  ___



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APPENDIX

1. Useful Contacts

EMERGENCY	OTHER USEFUL CONTACTS
POLICE In an emergency, please call 999	CHILD PROTECTION IN SPORTS UNIT tel:0844 892 0290 web: cpsuwales@nspcc.org.uk
NSPCC 24 Hr Helpline tel: 0808 800 5000 web: www.nspcc.co.uk	CHILDLINE tel: 0800 1111 web: www.childline.org.uk
ESPORTS WALES SAFEGUARDING TEAM DSL Lead Name: John Jackson Tel: 07590056728 email: safeguarding@esportswales.org	KIDSCAPE tel:08451 205 204
LOCAL AUTHORITY CHILDREN'S SOCIAL CARE Please contact your local authority	VICTIM SUPPORT tel: 0845 3030900 web: www.victimsupport.org.uk

