**Cycling UK Safeguarding Policy for Working with Young People and Vulnerable Adults**

Cycling UK recognises it has specific obligations and duty of care when working with young people and vulnerable adults. The Children Acts 1989 and 2004 define children as young people up to 18 years of age and learning disabled young people up to 24 years of age. Vulnerable adults may include, but are not limited to, riders with disabilities, whether mental or physical; new or inexperienced riders; and those who are less fit or competent by reason of age or ability.

The aim of the Cycling UK Safeguarding Policy is to promote good practice within the organisation by:

* providing young people and vulnerable adults withappropriate safety and protection whilst in the care of a volunteer or staff member acting on behalf of Cycling UK; and by
* giving all staff and volunteers the ability to make informed and confident responses to any specific issues they are faced with.

The policy applies to everybody Cycling UK works with, regardless of gender, sexual orientation, disability, race, nationality or country of origin, reflecting our [Equal Opportunities Policy](http://www.ctc.org.uk/about-ctc/policies-and-procedures/constitution-and-rules/diversity-policy). It also applies to all staff and volunteers working on behalf of the organisation and is designed to prevent the physical, emotional and sexual abuse or neglect of young people and vulnerable adults while they are in the care of Cycling UK.

It is also intended to prevent staff and volunteers from behaving in ways which may be well-intentioned but inadvisable, thus safeguarding them from unfounded accusations.

When working with young people and vulnerable adults, Cycling UK staff and volunteers should be aware of and follow the guidance in [British Cycling’s Policy and Procedures for the Protection of Children and Vulnerable Adults (2003)](http://www.ctc.org.uk/link/events/support-for-cycle-event-organisers/policies-procedures/policy-and-procedures-for-protect), which Cycling UK endorsed, and their updated [Safeguarding and Protecting Children Policy](https://www.britishcycling.org.uk/zuvvi/media/bc_files/safeguarding/C13_-_Safeguarding__Protecting_Children.pdf) and [Safeguarding and Protecting Vulnerable Adults Policy](https://www.britishcycling.org.uk/zuvvi/media/bc_files/safeguarding/C14_-_Safeguarding__Protecting_Vulnerable_Adults.pdf). Topics covered in the guidance include:

* good practice
* duty of care
* use of photographic and/or film material
* recruitment and training of staff and volunteers
* responding to allegations, suspicions and disclosures
* internal reporting and investigation
* bullying
* confidentiality

Cycling UK staff and volunteers should also be aware of the guidance contained in the Cycling UK Participation Policy for Children and Young People regarding the age of participants in Cycling UK events, as well as our Disclosure and Barring Briefing Note, and our Guide to Engaging with Young People and Vulnerable Adults.

As Cycling UK staff and volunteers are not trained to deal with situations of abuse, or to decide if abuse has occurred**, they** have a responsibility to report concerns around suspected abuse to a designated Cycling UK Welfare Officer, Safeguarding Officer and/or line manager.

The Chief Executive of Cycling UK should appoint a Champion for Safeguarding. He/she will be required to report annually to Council on any safeguarding and/or child protection issues which have arisen over the previous twelve months. There should also be a review of policies and procedures approximately every three years or when there are changes to legislation or as a result of any other significant change or event.