**CHILDREN AND ADULTS AT RISK OF HARM POLICY**

**COMMONWEALTH GAMES SCOTLAND (CGS) is fully committed to safeguarding the welfare and wellbeing of all children and Adults at Risk of Harm in its care. It recognises the responsibility to promote safe practice and to protect children and Adults at Risk of Harm from harm, abuse and exploitation.**

**Staff and volunteers will work together to embrace difference and diversity and respect the rights of children, young people and Adults at Risk of Harm.**

**This document outlines CGS’s commitment to protecting children, young people and Adults at Risk of Harm.**

These guidelines are based on the following principles:

* The welfare and wellbeing of children, young people and Adults at Risk of Harm is the primary concern.
* All children, young people and Adults at Risk of Harm whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
* Child,young people and Adults at Risk of Harm protection is everyone's responsibility.
* Children, young people and Adults at Risk of Harm have the right to express views on all matters that affect them, should they wish to do so.
* Organisations shall work in partnership together with children and parents to promote the welfare, wellbeing health and development of children.

Commonwealth Games Scotland will:

* Promote the health and wellbeing of children, young people and Adults at Risk of Harm by providing opportunities for them to take part in sport safely.
* Respect and promote the rights, wishes and feelings of children, young people and Adults at Risk of Harm.
* Promote and implement appropriate procedures to safeguard the wellbeing of children, young people and Adults at Risk of Harm and protect them from abuse.
* Recruit, train, support and supervise its staff, members and volunteers to adopt best practice to safeguard and protect children, young people and Adults at Risk of Harm from abuse and to reduce risk to themselves.
* Require staff, members and volunteers to adopt and abide by this Policy and these procedures.
* Respond to any allegations of misconduct or abuse of children, young people and Adults at Risk of Harm in line with this Policy and these procedures as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
* Observe guidelines issued by local Child Protection Committees and national published guidance for the protection and wellbeing of children and adults at risk of harm.
* Regularly monitor and evaluate the implementation of this Policy and these procedures.
* Ask individuals involved in regulated work with child and/or Adults at Risk of Harm to join the PVG scheme or complete an Existing PVG member form.

**Review**

This Policy and these Procedures will be regularly reviewed:

* In accordance with changes in legislation and guidance on the protection of childrenyoung people and Adults at Risk of Harm or following any changes within CGS.
* Following any issues or concerns raised about the protection of children, young people and Adults at Risk of Harm within CGS.
* In all other circumstances, at least every three years.

Definition of terms

**Child/Young person**

For the purposes of this document, CGSdefines a child or young person as any person up to 18 years of age.

Parents

This is used as a generic term throughout this document to represent parents, carers and guardians.

**Adults at Risk of Harm**

An adult at risk of harm is a person (aged 16 years or over) who:

•is unable to safeguard their own well-being, property, rights or other interests

•is at risk of harm, and

•because they are affected by disability, mental disorder, illness or physical or mental infirmity, is more vulnerable to being harmed than adults who are not so affected.

It is possible for 16 and 17 years-olds to be both children and Adults at Risk of Harm. The assessment as to whether or not they are Adults at Risk of Harm is no different to that undertaken in respect of any other adult.