



# Commonwealth Games Scotland (CGS)

## Wellbeing and Protection Policy

CGS is committed to ensuring all adults who are involved in sport are able to participate in an enjoyable and safe environment which promotes wellbeing and protects them from harm, poor practice, exploitation, bullying and abuse. This policy is intended to safeguard and protect all adults who work, volunteer, participate and perform in our sport while also providing support and guidance to safeguard those who are more vulnerable within our membership. CGS's adult wellbeing and protection policy statement, related procedures and guidance are adopted at the highest level by the CGS Board. A clear statement of intent will be issued so that everyone understands CGS's position on promoting the wellbeing of adults involved in its activities. A separate Wellbeing & Protection Policy for Children & Young People is also available covering members under the age of 18. Please see the current CGS Children and Young People Wellbeing and Protection Policy Statement ([add link](#)).

CGS is fully committed to a rights-based approach within our sports. To that end we recognise and implement the general principles of the UN Convention on Human Rights and the UN Convention on the Rights of Persons with Disabilities. Our Wellbeing & Protection Policy also takes into account principles from the Adult Support (Scotland) Act 2007. Staff and volunteers will work together to embrace difference and diversity and respect the rights of all persons within our sports.

- The wellbeing and dignity of adults is the primary concern.
- All adults, 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, poor practice, exploitation, bullying and abuse.
- All adults and particularly adults at risk have the right to express views, and have them taken into account, on all matters which affect them should they wish to do so.
- Safeguarding and adult protection is everyone's responsibility.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Staff and volunteers working with adults, particularly adults at risk, are provided with opportunities for education and training to ensure best practice becomes the norm. Providing support to anyone in need and links/signposting to key organisations and groups.
- Working in partnership with adults at risk and their families/carers is essential for the promotion of an inclusive, safe and enjoyable environment.

We will regularly review this policy and associated procedures, with sign off from the CGS Board:

- In accordance with changes in legislation and guidance on the protection of adults at risk or following any changes within CGS.
- Following any issues or concerns raised about the wellbeing and protection of adults and adults at risk within CGS.
- In all other circumstances, at least every three years.