



CATCH PRO-WRESTLING ADULT SAFEGUARDING POLICY

1. Introduction

CATCH Pro-Wrestling acknowledge the duty of care to safeguard and promote the welfare of its talent and crew members. We are committed to ensuring safeguarding practices that reflect permitted responsibilities and government guidance.

We will be using the guidance of the Ann Craft Trust, the advice of safeguarding officers and our fellow promotions, to ensure we develop the necessary and best possible policies to protect our workers.

CATCH Pro-Wrestling will not discriminate based on age, ability or disability, identity, race, belief, pronouns, sexual orientation social-economic background or any other form of discrimination.

As part of the **CATCH Pro-Wrestling Adult Safeguarding Policy** we will ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with the Data Protection Act 1998.

The **CATCH Pro-Wrestling Adult Safeguarding Policy** and our other various policies are mandatory for all workers of the company. Failure to adhere will involve investigation, suspension and where appropriate a ban from the promotion. This is in keeping with the **CATCH Pro-Wrestling Disciplinary Policy** guidelines.

The policy will be reviewed annually or in the following circumstances:

- Professional Wrestling comes under a National Governing Body (NGB)
- Change of Government legalisation(s)
- In the event of significant change or event happening in the industry

2. Legislation

The practices and procedures within this policy are based on the principles contained within UK legislation and Government Guidance and have been developed to complement the Safeguarding Adults Boards policy and procedures. They take the following into consideration:

- The Care Act 2014
- The Protection of Freedoms Act 2012
- Domestic Violence, Crime and Victims (Amendment) Act 2012
- The Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006
- Mental Capacity Act 2005
- Sexual Offences Act 2003
- The Human Rights Act 1998
- The Data Protection Act 1998

3. Definitions

To help with the understanding of **CATCH Pro-Wrestling**'s safeguarding standards and procedures we will need to define the following:

Adult is anyone aged 18 or over.

Adult at Risk is a person aged 18 or over who has needs for care and support (whether or not the local authority is meeting any of those needs) and is experiencing, or is at risk of, abuse or neglect and as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

Abuse is a violation of an individual's human and civil rights by another person or persons. See section 4 for further explanations.

Adult safeguarding is protecting a person's right to live in safety, free from abuse and neglect.

Capacity refers to the ability to make a decision at a particular time, for example when under considerable stress. The starting assumption must always be that a person has the capacity to make a decision unless it can be established that they lack capacity (MCA 2005).

4. Types of Abuse and Neglect

The Care Act 2014 identifies the following 10 behaviours as signs of abuse. This list is only a guide and is not intended to be a definitive list of what counts as reporting a safeguarding matter:

Self-neglect – this covers a wide range of behaviour: from neglecting to care for one's personal hygiene, health or surroundings.

Modern Slavery – covers slavery, human trafficking, forced labour and domestic servitude. Abusers use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

Domestic Abuse and coercive control – including psychological, physical, sexual, financial and emotional abuse. Domestic is not specific to spousal abuse and can involve family members (where so called 'honour' killings would be covered).

Discriminatory Abuse – discrimination is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the protected characteristics of the Equality Act.

Organisational Abuse – is very prevalent in professional wrestling and due to no regulatory body in the industry it is important to know the signs. Organisational Abuse may range from one-off incidents to on-going ill treatment. You may see this type of poor practice as a result of the lack of structure, policies, processes and practices within a promotion. Organisational abuse can involve more than one abuser, a culture that does not recognise or respond to the actions of a lone abuser can be just as harmful to an adult at risk.

Physical Abuse – Out of wrestling this includes hitting, slapping, pushing, kicking. Overall physical abuse can also entail misuse of medication, restraint or inappropriate sanctions (this includes “giving receipts” for mistakes in the ring, intentionally “stiffing” your opponent or any other wrestling related hazing)

Sexual Abuse – this includes, but is not limited to: rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault, or sexual acts to which the adult has not consented or was pressured into consenting.

Financial or Material Abuse – including theft, fraud, internet scamming, or the misuse or misappropriation of property, possessions or benefits.

Neglect – including ignoring medical or physical care needs, failure to provide access to appropriate health social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Emotional or Psychological Abuse – this includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

Not included in the Care Act 2014 but also relevant:

Cyber Bullying – cyber bullying occurs when somebody repeatedly sends abuse to another person. This may also include emails or text messages or online forums or any other ways of using social media with the intention to harm, damage, humiliate or isolate another person. This can be used to carry out many types of bullying (such as racist, homophobic or identity bullying) but instead of the offender carrying out the bullying face-to-face, they will use technology instead.

Cybercrime – cybercrime continues to rise worldwide and affects businesses and individuals alike. Cybercrime can include: Hacking (especially with social media accounts and emails), Phishing (fake emails that ask for passwords and personal information), Malicious Software (including ransomware which criminals hijack files and hold them to ransom) and Distributed Denial of Service Attacks (DDoS) against websites.

Mate Crime – defined by the Safety Net Project as ‘when vulnerable people are befriended by members of the community who go on to exploit and take advantage of them. It may not be an illegal act but still has a negative effect on the individual.’ Mate Crime is carried out by someone the adult knows and often happens in private.

Radicalisation – the aim of radicalisation is to attract people to their reasoning, recruit people and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship, or through social media.

5. Principles

CATCH Pro-Wrestling will uphold the following principles:

- All adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status have the right to be protected from abuse and poor practice and to work in a safe environment.
- **CATCH Pro-Wrestling** will seek to ensure that our promotion is inclusive and make reasonable adjustments for any ability, disability or impairment. We will also commit to continuous development, monitoring and review.
- We recognise that ability, disability and identity can change over time, such that some adults may be additionally vulnerable to abuse.
- We all have a shared responsibility to ensure the safety and well-being of all adults in our industry and will act appropriately and report concerns whether these concerns arise in **CATCH Pro-Wrestling**. For example, inappropriate behaviour, or anything affecting the wider community.
- All allegations will be taken seriously and responded to in line with **CATCH Pro-Wrestling** policies and procedures.
- **CATCH Pro-Wrestling** recognises the role and responsibilities of the statutory agencies in safeguarding and is committed to complying with the procedures of the Local Safeguarding Boards and safeguarding organisations such as the Ann Craft Trust.

The six principles of adult safeguarding:

In accordance with The Care Act 2014 – **CATCH Pro-Wrestling** will follow the six following principles:

EMPOWERMENT

CATCH Pro-Wrestling will have an independent safeguarding official available to all staff at events. We will make sure that, no matter what happens, people are supported and encouraged to give consent in telling their story.

PREVENTION

It is better to take action before harm occurs. **CATCH Pro-Wrestling** will continue to commit to our education in safeguarding to make sure that as an organisation we can understand the signs of someone at risk.

PROPORTIONALITY

We will make sure to take the least intrusive response with any safeguarding risks to limit the dangers to anyone making the reports. Safeguarding is in place to protect people from

any harm and we will work with them to make sure you have the right resources, right advice and right plans.

PROTECTION

CATCH Pro-Wrestling have been developing procedures under the guidance of Ann Craft Trust to make sure we are up to date on standards and procedures with safeguarding. We will make sure that our staff members fully understand laws and rules in the UK.

PARTNERSHIP

CATCH Pro-Wrestling will continue to work with and use the resources available at our 'home venue' The Union. In the instance of venues in other authorities, **CATCH Pro-Wrestling** will make sure that we are in contact with local services to make sure talent and crew are safe.

ACCOUNTABILITY

We will be transparent in delivering safeguarding at **CATCH Pro-Wrestling** and will notify everyone when a change has been made in our Code of Conduct.

Making Safeguarding personal

'Making safeguarding personal' is defined by the Ann Craft Trust as "Person led and outcome focused. It engages the person in a conversation about how best to respond to their safeguarding situation in a way that enhances involvement, choice and control. As well as improving quality of life, well-being and safety."

Wherever possible discuss safeguarding concerns with the adult to get their view of what they would like to happen and keep them involved in the safeguarding process, seeking their consent to share information outside of the organisation where necessary.

Wellbeing Principle

The concept of wellbeing is threaded throughout the Care Act and it is one that is relevant to adult safeguarding in sport only. While we all have our own definition of wellbeing, this Act lists certain standards wellbeing should include. By keeping these themes in mind, we can all ensure that adult talent working in **CATCH Pro-Wrestling** are doing so safely:

- Personal dignity (including treatment of the individual with respect)
- Physical and mental health and emotional wellbeing
- Protection from abuse and neglect
- Control by the individual over their day-to-day life (including over care and support provided and the way they are provided)
- Participation in work, education, training or recreation
- Social and economic wellbeing
- Domestic, family and personal domains
- Suitability of the individual's living accommodation
- The individual's contribution to society.

6. Roles and responsibilities of those within CATCH Pro-Wrestling

CATCH Pro-Wrestling is committed to having the following in place:

- A Safeguarding Official on site to be a point of contact for both workers and fans and to produce and provide guidance and resources to support policy and procedures. We will also ensure that both workers and fans are aware of how to contact this person with any safety concerns. This includes information on how to make complaints and reporting of abuse concerns.
- A clear line of accountability within **CATCH Pro-Wrestling** on promoting the welfare of all adults.
- A reporting and disciplinary procedure for dealing with allegations of abuse or poor practice against members of the roster, staff or fans within **CATCH Pro-Wrestling**. (See **CATCH Pro-Wrestling Disciplinary Policy**.)
- To be an open and inclusive culture that enables safeguarding, equality and diversity issues to be addressed.
- Clear codes of conduct in place for talent, referees, staff and fans.
- Ensure that all training is kept up to date, collaborating and staying in constant discussions with Safeguarding professionals and Ann Craft Trust.

7. Good Practice, Bad Practice and Abuse

It can be difficult to tell the difference of poor practice to abuse, whether intentional or accidental.

It is not the responsibility of any individual involved in **CATCH Pro-Wrestling** to make judgements regarding whether or not abuse is taking place. However, we all have the responsibility to recognise and identify poor practice and potential abuse, and act on this if we have concerns.

Good practice

CATCH Pro-Wrestling expects all staff will:

- Adopt and endorse the **CATCH Pro-Wrestling** Code of Conduct.

Everyone should:

- Aim to make the experience of **CATCH Pro-Wrestling** fun and enjoyable for everyone working or attending.
- Report any concerns you may have to the available safeguarding officials.
- Not tolerate the use of prohibited or illegal substances. Anyone suspected of alcohol consumption and/or prohibited/illegal substance taking may be turned away at **CATCH Pro-Wrestling's** discretion.
- Treat everyone equally and preserve their dignity.

This policy should be read in conjunction with the applicable code of conduct.

Review Date

This policy will be reviewed annually or in the event of legislative change or revised policies.

I confirm that I have read the **CATCH Pro-Wrestling Adult Safeguarding Policy** and understand these procedures. I understand that any violations of these procedures may lead to suspension or banning from **CATCH Pro-Wrestling**, in keeping with the **CATCH Pro-Wrestling Disciplinary Policy**.

Signature:

Name:

Working Name:

Date: