29 July 2023

B.U.F.A. SAFEGUARDING POLICY

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BACKGROUND AND PURPOSE OF OUR POLICY:

The purpose of the B.U.F.A. Safeguarding Policy is to be in line with the SASCOC Safeguarding Policy, namely, to ensure that athletes and others taking part in sport can do so without fear of harassment or abuse. The key objectives of our policy is as follows:

- Ensure everyone in our sport understands that all forms of harassment and abuse are unacceptable and will not be tolerated.
- Enable anyone who has witnessed or experienced harassment or abuse within sport to report the incident without fear of victimisation or retaliation.
- Ensure an appropriate and co-ordinated response to any incidents of harassment or abuse within or connected to participation in sport, irrespective of whether they arise at local, national, or international level.
- Implement effective measures that minimise the likelihood of incidents of harassment and abuse arising.
- Ensure all reasonable steps are taken during the recruitment of staff and volunteers to prevent unsuitable individuals from working in sport.
- Certain groups may be more vulnerable than others, including but not limited to: Children, Young Adults, People with a Mental and/or a Physical Disability, Competitive Athletes, Women, Elderly Persons, and Other Vulnerable Adults. We aim to protect these groups.
- To embed a **no-tolerance approach** towards all forms of harassment and abuse.



B.U.F.A.

BOLAND UNDERWATER FISHING ASSOCIATION

POLICY STATEMENT

Our Safeguarding Policy stands against any kind of non-accidental harm, discrimination, bullying, harassment, abuse, violence, and neglect. Harassment and abuse can be expressed, but not limited to, five forms which may occur in combination or in isolation. These include:

- Psychological abuse.
- Physical abuse;
- Sexual harassment.
- Sexual abuse;
- Neglect.
- Bullying.

We encourage all members to adopt a **no-tolerance approach** towards all forms of harassment and abuse as mentioned above. Specifically, harassment and harm aimed at groups that may be more vulnerable than others, including but not limited to:

- Children,
- Young Adults,
- People with a Mental and/or a Physical Disability,
- Competitive Athletes,
- Women,
- Elderly Persons,
- Other Vulnerable Adults.

We strongly encourage the reporting of all incidents of suspected non-accidental harm, discrimination, bullying, harassment, abuse, violence, and neglect, regardless of who the offender may be to foster well-being.

All incidents must be reported to the Unions' Safeguarding officer by completing the Report Form. If the Report Form cannot be completed the incident can be communicated to the Safeguarding officer in any other form, preferably written electronically.

OUR RESPONSIBILITIES AS A UNION

Our responsibility as a Union is to Ensure that the sports and Union environment is free from any kind of non-accidental harm, discrimination, bullying, harassment, abuse, violence, and neglect. We will achieve this by:

- Have our own safeguarding policy that is formally adopted through a resolution of our council.
- Communicate our policy to our members at every AGM.
- We will appoint an appropriate Safeguarding Officer from within the Union.
- Our members will be strongly encouraged to report any non-accidental harm, discrimination, bullying, harassment, abuse, violence, and neglect to our Safeguarding Officer who will appropriately escalate the incident to BUFA
- We will ensure reasonable steps are taken during the recruitment of staff and volunteers to prevent unsuitable individuals from working in the sport.

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RESPONSIBILITIES OF OUR SAFEGUARDING OFFICER

A suitably qualified person, will be selected by the Union. The safeguarding officer will have the following roles:

- To be the main point of contact for anyone reporting suspected non-accidental harm, discrimination, bullying, harassment, abuse, violence, and neglect.
- To be the main point of contact for the BUFA member about any request concerning the Safeguarding Policy or safeguarding matters.
- To manage the reporting and investigation procedure. See Cht 7 of the SASCOC policy doc.
- To inform the BUFA/SAUFF/SASCOC Judicial Body in case of a disciplinary or ethical procedure.
- To provide, if requested, a support to anyone who reports a case of possible no accidental harm, discrimination, bullying, harassment, abuse, violence, and neglect.
- To implement and uphold the SASCOC's Safeguarding Policy.
- To agree safeguarding plans for Sports events
- To respect the confidentiality, as set out in CH 6 of the SASCOC Safeguarding Policy.

On 29 July 2023 this Safeguarding policy is accepted at a monthly meeting, any changes will be dealt with at the yearly AGM. For the interim the President of

B.U.F.A.

BOLAND UNDERWATER FISHING ASSOCIATION

B.U.F.A. will be the Safeguarding Officer, this post of Safeguarding Officer will be filled at the AGM of 2024

Signed at Paarl on this day 29/7/2023

Signature of President B.U.F.A.

Francois Botha (Addo)

Signed at MELKBOSSTRAND on this day 29/7/2023

Signature of Vice President of B.U.F.A.

José de Nobrega