LTA SAFEGUARDING ADULTS AT RISK POLICY AND PROCEDURE



Policy Owner: LTA Head of Safeguarding & Integrity
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LTA TENNIS FOR BRITAIN
TENNIS WALES CYMRU
Tennis SCOTLAND

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1. POLICY STATEMENT

Safeguarding is the responsibility of everyone within our sport. The LTA is the national governing body of tennis and padel in Britain and is responsible for governing and developing tennis and padel, from grassroots participation through to the professional game. Tennis Scotland and Tennis Wales are the national governing bodies in Scotland and Wales, and Member Organisations of the LTA, and together we work to deliver the vision of tennis opened up and the mission of growing tennis by making it welcoming, enjoyable and inspiring.

The ability of sport to help people be healthy, learn new skills and experiences, achieve their potential and inspire others, is reliant on ensuring the safety, well-being and welfare of everyone involved in our sport. Safeguarding sits at the heart of the LTA's strategy within the 'Lead' strand, with an aim to lead tennis in Britain to the highest standard so that it is a safe, welcoming, and well-run sport. Through our dedicated safeguarding plan, we are committed to maintaining and developing the highest safeguarding standards across tennis and padel. All adults at risk have the right to live a life free from harm, from abuse, exploitation and neglect.

We will safeguard adults at risk by ensuring that our activities are delivered in a way which keeps them safe and that safeguarding concerns or allegations are acted upon appropriately. We are committed to creating a culture of zero-tolerance of harm to adults at risk which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

This Policy is promoted via various channels, including the LTA, Tennis Scotland and Tennis Wales websites, email communications and training. This policy is reviewed every three years or sooner if there are changes in legislation, government guidance or as a result of any other significant change or event.



Scott Lloyd
LTA CEO



Simon Johnson
Tennis Wales CEO



Blane Dodds
Tennis Scotland CEO

2. POLICY PRINCIPLES AND CULTURE

- Safeguarding is everybody's responsibility
- The welfare of the adult at risk is paramount
- All adults at risk, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- Safeguarding concerns are taken seriously, responded to swiftly and appropriate support provided to those involved
- We are committed to developing and implementing the highest standards of safeguarding across the sport and recognise this is integral to delivering our vision of tennis opened up
- We actively promote working together to ensure adults a are safeguarded

3. RESPONSIBILITY FOR SAFEGUARDING

- The **Executive Team,** specifically the **Managing Director – Tennis Development,** have overall accountability for this Policy and its implementation.
- **The Head of Safeguarding & Integrity** reports to the **Managing Director – Tennis Development,** and reports to the **LTA Board** at each Board meeting. **The Head of Safeguarding & Integrity** works closely with the **Board Director for Welfare and Safety**, to ensure the **LTA Board** fulfils its safeguarding responsibilities.
- The **LTA Safeguarding & Integrity Team,** led by the **Head of Safeguarding & Integrity,** has strategic and operational responsibility for safeguarding. This includes:
  - raising safeguarding awareness and promoting safer working practices through the provision of training, campaigns, policies and procedures
  - supporting and advising the tennis and padel workforce on safeguarding matters
  - developing, implementing and quality assuring safeguarding standards across the sport
  - responding to and investigating safeguarding concerns
  - taking action against those who seek to harm children
- **County Safeguarding Officers** (England and Wales) are responsible for ensuring their county complies with safeguarding standards and assisting the LTA Safeguarding & Integrity Team in promoting and embedding a safeguarding culture
- **Welfare Officers** are responsible for ensuring their venue complies with safeguarding standards and acting as the first point of contact for any safeguarding issues within their venue
- **Coaches** and **Officials** are responsible for upholding high standards of conduct and professionalism in accordance with the LTA Code of Conduct
- All **Participants** are responsible for raising safeguarding concerns in accordance with the 'Reporting a safeguarding concern' procedure (see Appendix A and B)

4. SCOPE

This Policy applies to and binds all "**Participants**", which is anyone who is participating or seeking to participate in tennis and padel in any way, whether directly or indirectly. If you are unsure whether the definition of a **Participant** applies to you, please go to the LTA Disciplinary Code available here: **www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations/** for the full definition.

5. POLICY AIMS

The purpose of this policy is to:

- Protect adults at risk from harm
- Help ensure that actions taken to safeguard an adult at risk will take their whole well-being into account and be proportionate to the risk of harm
- Provide the necessary information to enable Participants to meet their safeguarding responsibilities
- Deliver good practice and high safeguarding standards
- Outline our commitment to safeguarding adults at risk



6. KEY POINTS

Adults at risk are defined in legislation and the criteria applied differs between each home nation as follows:

	ENGLAND (CARE ACT 2014)	SCOTLAND (ADULT SUPPORT AND PROTECTION ACT 2007)	WALES (SOCIAL SERVICES AND WELL BEING ACT 2014)
	An individual aged 18 years and over who:	**An individual aged 16 years and over who:**	**An individual aged 18 years and over who:**
A	has needs for care and support (whether or not the local authority is meeting any of those needs), and;	is unable to safeguard their own well-being, property, rights or other interests, and	is experiencing or is at risk of abuse or neglect, and;
B	is experiencing, or at risk of, abuse or neglect, and;	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	has needs for care and support (whether or not the authority is meeting any of those needs) and;
C	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		as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it

- There is a legal duty on Local Authorities to provide support to 'adults at risk'
- Safeguarding legislation applies to all forms of abuse that harm a person's well-being
- The law provides a framework for good practice in safeguarding that makes the overall well-being of the adult at risk a priority of any intervention
- The law in all four home nations emphasises the importance of person-centred safeguarding, (referred to as 'Making Safeguarding Personal' in England)
- The law provides a framework for making decisions on behalf of adults who can't make decisions for themselves (Mental Capacity)
- The law provides a framework for sports organisations to share concerns they have about adults at risk with the local authority
- The law provides a framework for all organisations to share information and cooperate to protect adults at risk
- The concept of 'well-being' is threaded throughout UK legislation and is part of the Law about how health and social care is provided. Our well-being includes our mental and physical health, our relationships, our connection with our communities and our contribution to society

7. COLLEAGUE RECRUITMENT

We operate a Safe Recruitment Policy and are committed to ensuring that **LTA Colleagues** (including contractors) who work with children are appropriately vetted and qualified for that role.

We also require **Welfare Officers, County Safeguarding Officers, Accredited Coaches, Licensed Officials and any other eligible** roles to undergo the appropriate Criminal Records Checks through the Disclosure and Barring Service (DBS) or Protecting Vulnerable Groups (PVG) Scheme, and/or the equivalent Overseas Criminal Records Check.

8. COLLEAGUE TRAINING

All LTA **Colleagues** and **Board Members** complete training commensurate to their role every three years, which includes details of our safeguarding policy, procedures and the LTA Safeguarding & Integrity Team.

All Welfare Officers, County Safeguarding Officers, Accredited Coaches and Licensed Officials are required to complete safeguarding training every three years.

9. CODE OF CONDUCT

All **Participants** are expected to always act in the best interests of adults at risk and ensure that their safety, welfare and well-being is the primary consideration.

All **Participants** must adhere to their respective behaviours as set out in the LTA Code of Conduct (available from: **www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations/**), as well as other safeguarding procedures or guidance that may be issued from time to time.

10. POSITIONS OF TRUST

A person aged 18 or older who holds a position of authority or responsibility over a child or adult at risk is in a position of trust. Positions of trust are not defined by a qualification or job title, but by reference to the activity which the adult is carrying out in relation to the child or adult at risk, namely, coaching, teaching, training, supervising or instructing (including as a volunteer) on a regular basis. **Participants** who are in a position of trust must be aware of the power imbalance they hold over children and adults at risk and not use this for personal advantage or gratification.

In England and Wales, it is a criminal offence for a person in a position of trust to have a sexual or intimate relationship with a child under 18 years old, even if the relationship is deemed consensual. This means that any sexual activity (including online activity) between someone in a position of trust and a child under 18 years old will be formally reported as it may be a criminal offence.

TYPES OF ABUSE AND HARM



11. TYPES OF ABUSE

Safeguarding legislation in each home nation defines categories of adult at risk abuse and harm as follows.

ENGLAND (CARE ACT 2014)	WALES (SOCIAL SERVICES AND WELL BEING ACT 2014)	SCOTLAND (ADULT SUPPORT AND PROTECTION ACT 2007)
Physical	Physical	Physical
Sexual	Sexual	Psychological
Emotional/ Psychological/Mental	Psychological	Financial
Neglect	Neglect	Sexual
Financial or material abuse	Financial	Neglect
Discriminatory		
Organisational		
Self-neglect		
Domestic Abuse (including coercive control)		
Modern slavery		

Detailed descriptions of these types of abuse, along with other forms of harm, and their signs and indicators can be found in (appendix A).

12. INCREASED VULNERABILITY TO ABUSE

Vulnerability can change depending on context. Adults at risk may include people with a physical disability, dementia, learning difficulties, or mental health conditions such as severe anxiety or depression. They may:

- Have smaller support networks
- Need intimate, physical or invasive medical care, which can hide abuse
- Have communication difficulties
- Be less able to resist inappropriate or abusive behaviour
- Depend on the abuser for services or basic needs
- Have medical conditions used to explain injuries

Personal circumstances away from tennis and padel such as domestic violence, poverty, substance abuse, homelessness and social exclusion may also have an impact on vulnerability.

13. MAKING SAFEGUARDING PERSONAL

Legislation recognises that adults may make choices where one aspect of their well-being is affected by another. They may also choose to risk their safety, for example by caring for a partner with dementia who becomes abusive when disorientated or anxious.

Making Safeguarding Personal means involving the adult at risk in decisions about how to respond, in a way that supports their choice, control, quality of life, well-being and safety. Their views, wishes, feelings and beliefs should guide decisions about how to support them. Respect, dignity and support to make decisions can also help recovery from abuse.

If an adult at risk struggles to express their views or wishes, they can be supported or represented by an advocate. This could be a trusted family member or friend, or a professional advocate, usually from a third sector organisation.

Living free from abuse and neglect is central to well-being. Safeguarding action must consider the adult's whole well-being and be proportionate to the risk of harm.

The Principles of Adult Safeguarding in each home nation:

ENGLAND (CARE ACT 2014)

- **Empowerment** – People being supported and encouraged to make their own decisions and informed consent
- **Prevention** – It is better to take action before harm occurs
- **Proportionality** – The least intrusive response appropriate to the risk presented
- **Protection** – Support and representation for those in greatest need
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
- **Accountability** – Accountability and transparency in delivering safeguarding

WALES (SOCIAL SERVICES AND WELL BEING ACT 2014)

- **Responsibility** – Safeguarding is everyone's responsibility.
- **Well-being** – Any actions taken must safeguard the person's well-being
- **Person-centred approach** – Understand what outcomes the adult wishes to achieve and what matters to them
- **Voice and control** – Expect people to know what is best for them and support them to be involved in decision making about their lives
- **Language** – Make an active offer of use of the Welsh language and use professional interpreters where other languages are needed
- **Prevention** – It is better to take action before harm occurs

SCOTLAND (ADULT SUPPORT AND PROTECTION ACT 2007)

The overarching principle underlying Part 1 of the Act is that any intervention in an individual's affairs should provide benefit to the individual and should be the least restrictive option of those that are available which will meet the purpose of the intervention.

This is supported by a set of guiding principles which, together with the overarching principle, must be taken account of when performing functions under Part 1 of the Act. These are:

- The wishes and feelings of the adult at risk (past and present)
- The views of other significant individuals, such as the adult's nearest relative; their primary carer, guardian, or attorney; or any other person with an interest in the adult's well-being or property
- The importance of the adult taking an active part in the performance of the function under the Act
- Providing the adult with the relevant information and support to enable them to participate as fully as possible
- The importance of ensuring that the adult is not treated less favourably than another adult in a comparable situation, and
- The adult's abilities, background and characteristics (including their age, sex, sexual orientation, gender, religious persuasion, racial origin, ethnic group and cultural and linguistic heritage)

14. MENTAL CAPACITY

Mental capacity must be considered where abuse or neglect may be taking place. Adults at risk should have choice in safeguarding actions, including whether others are told, unless they lack capacity to understand the choice or express their views.

Preventing someone from making decisions they are capable of making is abuse. For example, a disabled adult at risk may want to join an activity, but their parent or carer refuses to allow it or provide the support needed.

An adult at risk may also be abused and afraid of the consequences of going against the abuser. The law recognises this as coercion, which can mean the person lacks capacity because they cannot make free and informed decisions. Each home nation has legislation on making decisions for people who cannot decide for themselves. The principles are the same.

- We can only decide for someone if they cannot decide for themselves when the decision is needed
- If the decision can wait, wait, for example to get support or until the person can decide themselves
- If we must decide for someone, we must act in their best interests and consider their preferences and wishes
- If action to keep someone safe restricts them, we must use the least restrictive option

If we believe an adult at risk with significant difficulty making decisions is being abused or neglected, we will refer the matter to the Local Authority. This should lead to a mental capacity assessment and/or support to help the person make decisions.

We will seek consent from the adult at risk before sharing information, but may need to act without consent where:

- it is unsafe to contact them for consent, for example because it may increase risk to them or the person contacting them
- we believe they or someone else, including children, is at risk
- we believe the adult at risk is being coerced or under duress
- police contact is needed to prevent a crime or report a serious crime
- the adult at risk lacks capacity to consent to information sharing
- the person causing harm has care and support needs
- the concern relates to an adult at risk in Wales or Northern Ireland, where there is a duty to report to the Local Authority

Where information is shared without consent, this will be explained to the adult at risk when safe, and they should remain involved in any further action.

RESPONDING TO SAFEGUARDING CONCERNS

Everyone has a responsibility to ensure the safety and welfare of adults at risk and to take appropriate steps to ensure that safeguarding concerns and allegations of abuse or poor practice are taken seriously and responded to quickly and appropriately, even if it may not have occurred recently.



15. SAFEGUARDING CONCERNS

Upon becoming aware of a safeguarding concern, **Participants must follow the** 'Reporting a safeguarding concern' procedure (see Appendix A and B). Participants should speak with the adult at risk involved to help ensure their views and wishes are known and they are aware of what is happening. When unsure, seek advice from the Welfare Officer or LTA Safeguarding & Integrity Team.

16. LOWER-LEVEL CONCERNS

A lower-level concern is any concern, doubt or worry that someone may have acted in a way that falls short of abuse but is inconsistent with the LTA Code of Conduct. The behaviour may happen inside or outside tennis and padel, and does not need to directly involve children or adults at risk. It would not usually require referral to the police, Local Authority Designated Officer (LADO, England and Wales only) or adult services, but still requires a response.

Lower-level concerns are not acceptable and must be reported to the venue Welfare Officer, who will refer them to the LTA Safeguarding & Integrity Team. The LTA will triage and consider the concern under the LTA Safeguarding Regulations. Referring all concerns helps identify patterns of concerning, problematic or inappropriate behaviour and prevents information being lost.

17. LTA ASSESSMENT OF CONCERN

Once a safeguarding concern or lower-level concern allegation is reported to the LTA Safeguarding & Integrity Team, it will be triaged by a senior manager. The LTA Safeguarding & Integrity Team investigate matters which meet the threshold for **Prohibited Conduct** in accordance with the LTA Safeguarding Regulations: **www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations/**

Concerns which do not meet the **Prohibited Conduct** threshold can be managed by the venue or county, with LTA support. If at any point further information comes to light which increases the level of concern, the matter must be referred back to the LTA Safeguarding & Integrity Team.

It is not the responsibility of any Participant to determine whether a matter is a safeguarding concern, a lower-level concern, or meets the threshold of Prohibited Conduct. Participants are also not responsible for conducting any investigation unless otherwise directed by the LTA.

18. RESPONDING TO A DISCLOSURE OF ABUSE

If an adult at risk discloses that he or she has been abused or is at risk of abuse:

- Listen carefully and calmly to what is said
- Reassure them that they have done the right thing and what they have told you is very important
- Keep questions to a minimum, only ask questions if you need to identify/ clarify what the person is telling you
- Ask them what they would like to happen next
- Explain what you would like to do next
- Let them know that you will need to speak to the Welfare Officer/LTA Safeguarding & Integrity Team because it is in their best interest. If you intend to speak to the police or social care, you should let them know this too
- Ask for their consent for the information to be shared
- Do not seek to investigate it yourself or let doubt/personal bias prevent you from reporting the allegation
- Make an arrangement as to how you can contact them safely
- Help them to contact other organisations for advice and support (e.g. Police, Domestic Abuse helpline, Victim Support etc)
- Ensure that the adult's immediate needs are met and that the priority is their safety and protection from further risk of harm
- Record details of the disclosure (**further advice here**) as soon as possible (but not during the disclosure) and then submit the details to the LTA via **safeguardingconcern.lta.org.uk/**

19. CONFIDENTIALITY

All safeguarding concerns and allegations will be dealt with confidentiality by the LTA Safeguarding & Integrity Team on a need-to-know basis, not only to maintain the privacy of the individuals involved but also to ensure that evidence or any investigation is not compromised. All **Participants** involved in a safeguarding concern or allegation should similarly ensure they maintain high levels of confidentiality.

There may be circumstances where an individual raising a safeguarding concern or allegation does not wish to be named. It is not possible for the LTA to assure anonymity, as in some circumstances individuals will need to be named (for example, in order to carry out a fair disciplinary process).

20. INFORMATION SHARING AND RETENTION

Data protection and human rights law support appropriate information sharing when justified. The LTA Safeguarding & Integrity Team may share information with statutory agencies and relevant organisations where necessary and proportionate to prevent or manage the risk of harm in tennis or wider sport to adults at risk. We will be open and honest about what may be shared, seek consent where appropriate, take advice where needed, and base decisions on safety and well-being. Information shared will be necessary, proportionate, relevant, adequate, accurate, timely and secure.

We keep a dated record of any decision to share or not share information, including what was shared, with whom and for what purpose. All safeguarding information is stored securely on LTA systems in line with our retention and storage of information policy.



21. WHISTLEBLOWING

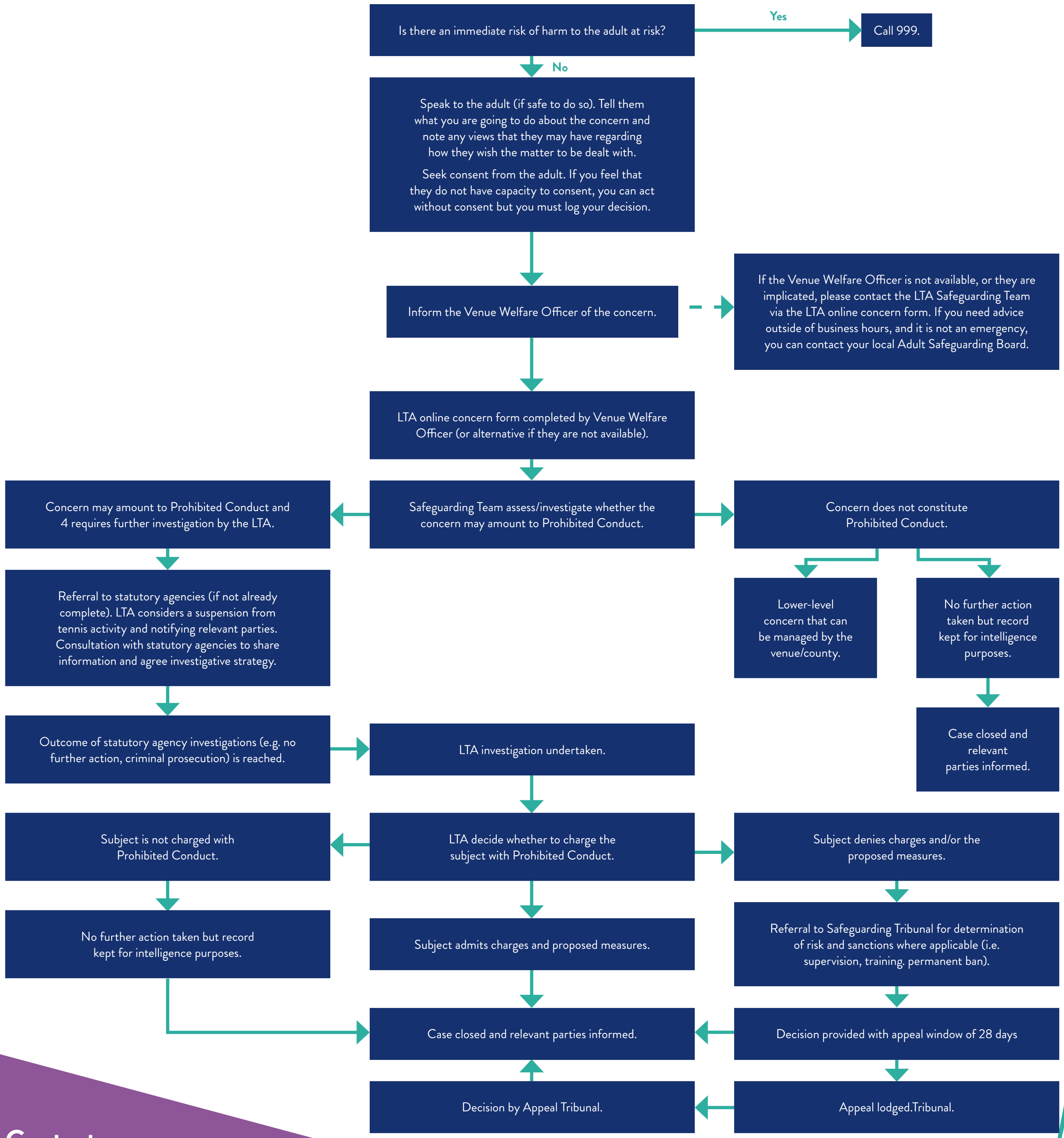
Whistleblowing is reporting wrongdoing where it is in the public interest to do so. This may include unclear safeguarding procedures, concerns not being dealt with properly, concerns being covered up or not acted on, or fear of repercussions for raising a safeguarding concern or allegation.

Whistleblowers should contact their venue Welfare Officer first and if that is not relevant or appropriate they should contact the LTA Safeguarding & Integrity Team. Alternatively, they can contact the NSPCC Whistleblowing advice line on 0800 028 0285 or email **help@nspcc.org.uk**.

Safecall is an independent, confidential and, if needed, anonymous reporting service provided by the LTA for serious public interest concerns, including criminal offences, failure to comply with a legal obligation, miscarriage of justice, risks to health and safety, environmental damage or covering up wrongdoing. If it is not appropriate to contact the LTA Safeguarding & Integrity Team, whistleblowers can contact Safecall on 0800 915 1571 or online: **www.safecall.co.uk/report**

APPENDIX A: REPORTING A SAFEGUARDING CONCERN THAT OCCURS WITHIN TENNIS AND PADEL

YOU HAVE A CONCERN, OR HAVE BEEN TOLD ABOUT, POSSIBLE ABUSE OF AN ADULT AT RISK, POOR PRACTICE OR WIDER WELFARE ISSUES.



Contacts

LTA Lead Safeguarding Officer:
Geraldine Costello (contactable via online concern form)

LTA online concern form: safeguardingconcern.lta.org.uk

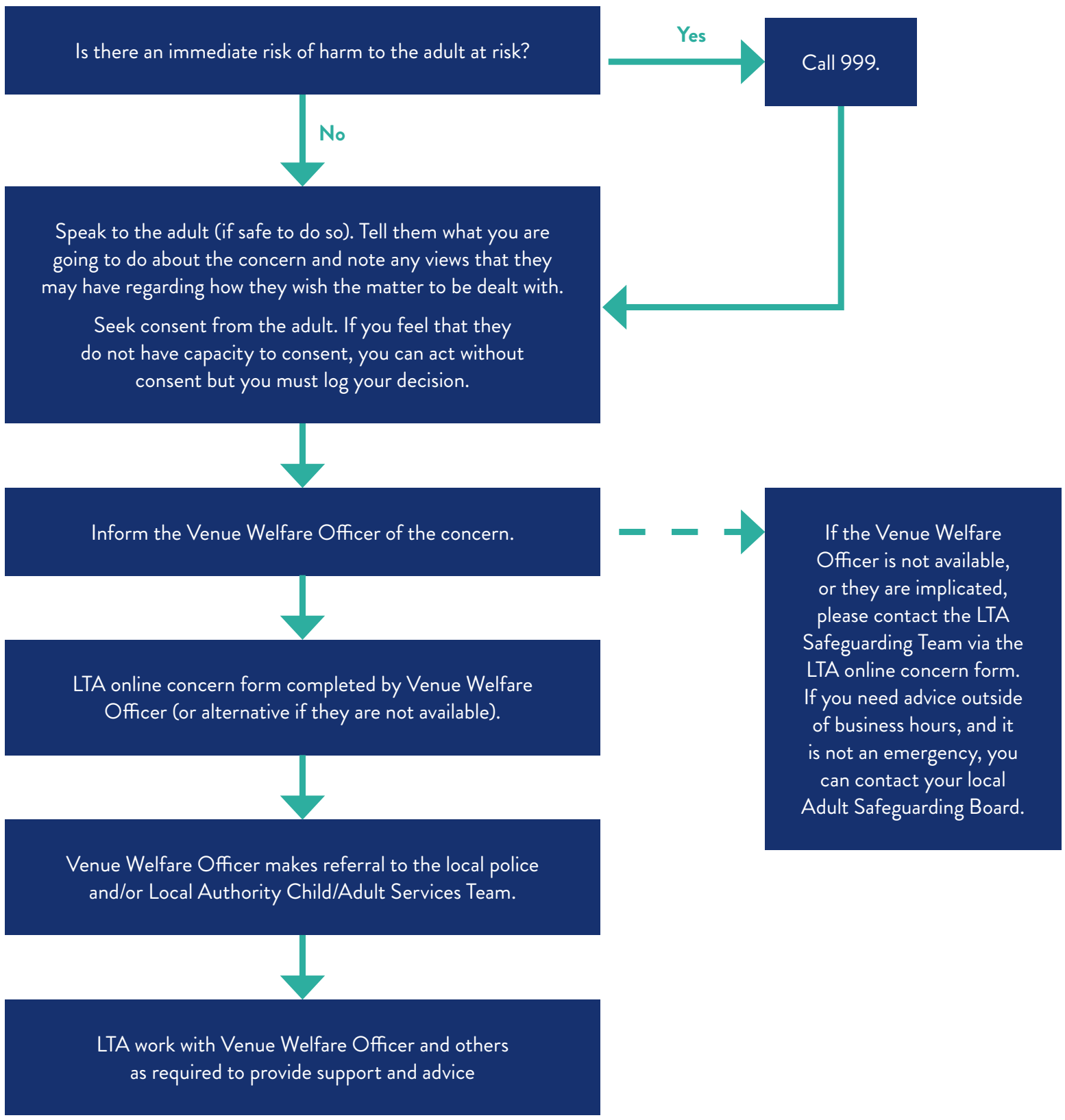
Ann Craft Trust: 0115 951 5400

Emergency Services: 999

Find your nearest Adult Safeguarding Board:
www.anncrafttrust.org/resources/ find-your-nearest-safeguarding-adults-board

APPENDIX B: REPORTING A SAFEGUARDING CONCERN THAT HAPPENS OUTSIDE OF TENNIS AND PADEL*

CONCERNS ABOUT AN ADULT AT RISK (INCLUDING A PERSON WHO WORKS WITH THEM).



Contacts

LTA Lead Safeguarding Officer: Geraldine Costello
(contactable via online concern form)

LTA online concern form: safeguardingconcern./ta.org.uk

Ann Craft Trust: www.anncrafttrust.org
Ann-Craft-Trust@nottingham.ac.uk 0115 951 5400

Emergency Services: 999

Find your nearest Adult Safeguarding Board:
www.anncrafttrust.org/resources/find-your-nearest-safeguarding-adults-board

*A concern happening outside of tennis and padel means any concern or allegation that has occurred in another setting, e.g. an adult at risk being abused by a carer, domestic violence at home, etc

APPENDIX C: DEFINITIONS

Adult at risk:

In England, an individual aged 18 years and over who:

a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
b) is experiencing, or at risk of, abuse or neglect, AND;
c) 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.

In Scotland, an individual aged 16 years and over who:

a) is unable to safeguard their own well-being, property, rights or other interests,
b) is at risk of harm, AND;
c) 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.

In Wales, an individual aged 18 years and over who:

a) is experiencing or is at risk of abuse or neglect, AND;
b) has needs for care and support (whether or not the authority is meeting any of those needs) AND;
c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk

Adult: a person aged 18 years or older

Child: a person under the age of 18 years.

Parent: birth parents, carers, legal guardians and other adults who are in a parenting role.

Participant: anyone participating or seeking to participate in tennis and padel in any way whatsoever whether directly or indirectly. The LTA Disciplinary Code available here: **www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations/** contains the full definition

Safeguarding: Safeguarding adults means protecting a person's right to live in safety, free from abuse and neglect.

Child protection: the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering, significant harm.

Prohibited conduct: engage, or attempt or threaten to engage, in conduct that directly or indirectly harms the physical and/or mental welfare and/or safety of one or more child or adult at risk; or pose a risk of harm to the physical and/or mental welfare and/or safety of one or more child or adult at risk.

Abuse: Abuse happens when a person harms an adult at risk. Abusers can include:

- family members
- carers
- friends
- people working or volunteering in organisational or community settings
- people they know
- strangers

APPENDIX C: DEFINITIONS (CONTINUED)

Indicators of abuse: There are many signs and indicators that may suggest an adult at risk is being abused or neglected. The Ann Craft Trust has a comprehensive list of the types of abuse and their indicators at: **www.anncrafttrust.org/resources/types-of-harm/**. Examples of signs and symptoms include but are not limited to:

- Unexplained change in behaviour
- Unexplained bruises or injuries
- Missing belongings or money
- Not attending / no longer enjoying their sessions
- Changes in weight
- Sexually explicit behaviour
- Being withdrawn
- Genital pain, stomach pains, discomfort, pregnancy, incontinence, urinary infections, STDs.
- Dirty, ill-fitting clothes or a lack of appropriate clothing for the weather
- Self-harm
- A fear of a particular group of people or individual
- Lack of friends
- Low self-esteem

Neglect: includes ignoring medical or physical care needs and failing to provide access to appropriate health social care or educational services. It also includes the withdrawing of the necessities of life, including medication, adequate nutrition, and heating.

Emotional/Psychological abuse: 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.

Physical abuse: Hitting, slapping, pushing, kicking, misuse of medication, restraint, or inappropriate sanctions.

Sexual abuse: Includes 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.

Discriminatory abuse: Discriminatory abuse may involve race, gender, disability, or any of the protected characteristics of the Equality Act. Examples of discriminatory abuse might involve harassment, slurs, or similar treatment based on the difference or perceived difference.

Domestic abuse: Domestic abuse is any type of controlling, coercive, threatening behaviour, violence or abuse between people who are, or who have been in a relationship, regardless of gender or sexuality. It can include physical, sexual, psychological, emotional and financial abuse or “honour” based violence.

APPENDIX C: DEFINITIONS (CONTINUED)

Honour-Based Violence: Honour-Based Violence (HBV) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation, forced marriage, and practices such as breast ironing. All forms of HBV are abuse.

Female genital mutilation: Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting. The age at which FGM is carried out varies. It may be carried out when a child is new-born, during childhood or adolescence, just before marriage or during pregnancy. There are no medical reasons to carry out FGM.

Self-neglect: Covers a wide range of behaviour, but it can be broadlydefined as neglecting to care for one's personal hygiene, health, or surroundings. An example of self-neglect is behaviour such as hoarding.

Modern Slavery: Encompasses slavery, human trafficking, forced labour, and domestic servitude.

Organisational: Includes neglect and poor care practice within an institution or specific care setting, such as a hospital or care home, or in relation to care provided in one's own home. Organisational abuse can range from one off incidents to ongoing ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation

Financial: Includes theft, fraud, internet scamming, and coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions. It can also include the misuse or misappropriation of property, possessions, or benefits.

Radicalisation: The process by which a person comes to support terrorism and forms of extremism leading to terrorism. Anybody from any background can become radicalised. The grooming of adults at risk for the purposes of involvement in extremist activity is a serious safeguarding issue.

APPENDIX D: LEGISLATION, GUIDANCE AND REGULATIONS

Safeguarding adults at risk in all home nations is compliant with United Nations directives on the rights of disabled people and commitments to the rights of older people. It is covered by:

- The Human Rights Act 1998
- The Data Protection Act 2018
- General Data Protection Regulations 2018

The practices and procedures within this policy are based on the relevant legislation and government guidance.

- **England** – The Care Act 2014
  Care and Support Statutory Guidance (especially chapter 14) 2014
- **Wales** – Social Services and Well Being Act 2014
  Wales Safeguarding Procedures
- **Scotland** – Adult Support and Protection Act 2007
  Adult Support and Protection (Scotland) Act 2007 Code of Practice 2014
- **Northern Ireland** – Adult Safeguarding Prevention and Protection in Partnership 2015

Many other pieces of UK and home nation legislation also affect adult safeguarding and include legislation about different forms of abuse and those that govern information sharing.

Each home nation also has legislation about the circumstances in which decisions can be made on behalf of an adult who is unable to make decisions for themselves:

- **England and Wales** - Mental Capacity Act 2005
- **Scotland** - Adults with Incapacity Act 2000
- Mental Capacity (Northern Ireland) 2016
- There are specific offences applying to the mistreatment of and sexual offences against adults who do not have Mental Capacity and specific offences where mistreatment is carried out by a person who is employed as a carer: e.g. wilful neglect and wilful mistreatment

The LTA also has a number of related policies and procedures in place that govern our activities and the game of tennis and padel which can be found here: **www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations/**.

APPENDIX E: ADDITIONAL INFORMATION AND SUPPORT

Alcoholics Anonymous
Free helpline for alcohol issues.
0800 9177 650
help@aamail.org
www.alcoholicsanonymous.org.uk

Anger Management
British Association of Anger Management (BAAM)
0845 130 0286
www.angermanage.co.uk

Beat
Provides support on all aspects of eating disorders.
0808 801 0677 (over 18s)
help@beateatingdisorders.org.uk

Bipolar UK
Support to enable people affected by bipolar disorder/ manic depression to take control of their lives.
0333 323 3880
info@bipolaruk.org
www.bipolaruk.org.uk

ChildLine
ChildLine help anyone under 19 in the UK with any issue they are going through.
08001111 or you can email or live chat at: www.childline.org.uk/about/about-childline/

Galop
Emotional and practical support for LGBT people experiencing domestic violence.
0800 999 5428
help@galop.org.uk

Men's Advice Line
Information, support and advice to men experiencing domestic violence, offered by Respect.
0808 801 0327
info@mensadviceline.org.uk

Mind
Information, advice, guidance and support for people with mental health problems.
0300 123 3393
info@mind.org.uk

National Domestic Violence Helpline
Run in partnership between Women's Aid & Refuge.
0808 2000 247

NAPAC
The National Association for People Abused in Childhood (NAPAC) offers support to adult survivors of all types of childhood abuse.
0808 801 0331
napac.org.uk/

APPENDIX E: ADDITIONAL INFORMATION AND SUPPORT (CONTINUED)

NSPCC
The NSPCC can support with any concerns about a child's safety or well-being.
help@nspcc.org.uk
0808 800 5000

One in four
Specialising in working with survivors of childhood sexual abuse and sexual violence. Offers long-term 1-1 therapy.
0208 697 2112
admin@oneinfour.org.uk
www.oneinfour.org.uk

Relate
Counselling and relationship education for couples. Live chat line service also available.
0300 100 1234
www.relate.org.uk

Samaritans
Call 116 123 for free – Whatever you're going through, a Samaritan will face it with you.
www.samaritans.org

Sane
Deals with all aspects of mental illness including depression, schizophrenia and anxiety.
0845 767 8000
www.sane.org.uk

The Survivors Trust
The Survivors Trust is the largest umbrella agency for specialist rape and sexual abuse services in the UK
01788 550554
www.thesurvivorstrust.org

Talk to Frank
National organisation providing advice regarding drugs and substance abuse. On-line live chat service also available.
0300 123 6600
www.talktofrank.com