



Safeguarding Code of Conduct

Principles

1. The Morgan Sports Car Club (the 'Club' or 'MSCC') is fully committed to safeguarding the well-being of all its members. All members should show respect and understanding for the rights, safety and welfare of others and conduct themselves in a way that reflects the principles of the MSCC. The Club is a member of Motorsport UK, which has detailed safeguarding provisions in place, and our policy is set in that context.
2. The MSCC recognises that everyone has the right to participate in a safe, positive and enjoyable environment whilst at the same time being protected from abuse, neglect, harm and poor practice. The Club recognises that this is the responsibility of every member involved, in whatever capacity, at the Club.
3. The key principles of this policy are as follows:
 - Treat everyone equally, regardless of their age, gender, ability or disability, race, faith, culture, physical attributes, language, sexual identity or any other defining characteristic.
 - The welfare of a child or adult at risk is, and must always be, paramount to any other consideration.
 - All Club events and activities will follow and adhere to the Motorsport UK inclusion values.
 - All allegations, suspicions or concerns of abuse, neglect, harm and poor practice will be taken seriously, reported as required, and responded to swiftly, fairly and appropriately and respecting relevant principles of confidentiality.
4. The Club will strive to ensure that all its members, whether they are coaches, parents, competitors, teams or officials comply with all guidance and best practice as issued by Motorsport UK. Please note the definition of 'Participant'¹ in the Motorsport UK Child Safeguarding policy.
5. In summary, the following points are considered as best practice to create a safe, friendly and welcoming environment for children or adults at risk:
 - Adults should display high standards of behaviour and refrain from pursuits considered inappropriate in front of children or adults at risk.
 - Adults should avoid working in isolation with children or adults at risk and out of sight of parents, guardians, carers or other volunteers.
 - Avoiding smoking in the presence of children if you are in a position of trust.
6. The Club will appoint a Club Safeguarding Officer (CSO), subject to satisfactory checks (DBS, or PVG in Scotland) being returned and verified, to deal with any issues concerning Safeguarding and ensure that the CSO is licensed by Motorsport UK (MSUK) and notify the identity of that person to all Club members.

Individual responsibilities

7. All members agree to abide by the MSCC's rules (including this Code of Conduct, the Articles of Association, the Club Handbook and other key documents) as part of their membership application. Club officials are required to sign up to additional codes of conduct for their specific roles.

¹ The Motorsport UK Safeguarding Children Policy defines a 'participant' as "... any person attending a venue licensed by Motorsport UK for a Motorsport UK Permitted Event and/or involved in motor sport falling under the territory of Motorsport UK whether or not they are Motorsport UK members".



8. Safeguarding is everybody's responsibility. All members have a responsibility to respond positively in response to any concerns, suspicion or disclosure of concerns or actions.

Standards

9. The following are **NOT** acceptable, and will be treated seriously by the Club and may result in action being taken by the Club and Motorsport UK. (This list is not exhaustive.)
- Inappropriate and/or unacceptable behaviour
 - Bullying, including physical, verbal and ostracising
 - Cyber-abuse, e.g. through emails, messaging or chat rooms, including bullying, trickery, impersonation, harassment and cyber-stalking
 - Discriminatory, psychological, physical, sexual, neglect or financial abuse
 - Racism
 - Hate crime.
10. In summary, if your behaviour is making someone – whether child or adult regardless of age, ability, culture, race, language, religious beliefs, sexual or gender identity – feel uncomfortable or unsafe, it is not 'OK'.

Additional duties relating to Adults at Risk and Children

11. For the purposes of safeguarding, a child is anyone under the age of 18. This provision reflects sexual offences legislation whereby any young person aged 16 or 17 may be influenced by participants in a position of trust or authority. An *adult at risk* is generally any individual aged 18 or over who may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.
12. The following are **NOT** acceptable with adults at risk or children and will be treated seriously by the Club and may result in disciplinary action being taken by the Club and Motorsport UK:
- Being under the influence of alcohol or illicit drugs whilst responsible for children or adults at risk
 - Providing alcohol or illicit drugs to any person including children/young adults or adults at risk, or allowing its supply
 - Humiliating or bullying children or adults at risk in person or through a third party or in any form of media including chat rooms or forums even where considered to be private or of limited access
 - Using obscene or inappropriate language
 - Having an intimate or sexual relationship with any child or adult at risk
 - Having an intimate or sexual relationship with any young person less than 18 years of age where there is a position of trust
 - Making sexually explicit comments or sharing sexually explicit material
13. With the exception of close family members, legal guardians or carers, the following are **NOT** acceptable:
- Unnecessary physical contact with a child, young person or adult at risk
 - Sharing the same immediate accommodation, e.g. overnight room, with children, young persons or adults at risk when travelling away or at events.



Raising concerns

14. The following actions are suitable if you see any inappropriate or unacceptable behaviour.

Speak Up, Speak Out

15. You may consider:

- DISTRACTION – Help the victim get out of the situation, for example by approaching them with a reason to take them away to a safe place; or
- DIRECT ACTION – Call out unacceptable behaviour, tell the perpetrator to stop and ask the victim if they are OK; or
- DELAYED ASSISTANCE – Wait for the situation to pass, then ask the victim if they are OK, then report it when it's safe to do so – it's never too late to act.
- Then REPORT – Report the situation to the Centre Secretary or the MSCC Safeguarding Officer (currently Gill Bevan (safeguarding@morgansportscarclub.com or 07852254047)).

16. But if

- there is an immediate risk to the safety of a child or a vulnerable adult and/or
- any matters that present an immediate threat to life or property, or
- at any time you are not able to contact your CSO or the matter is clearly serious, then you can either: contact the Motorsport UK Compliance Officer – 07519 801 674, or contact the Police, Children's or Adults' Social Care, or recognised support charity:
 - a. Childline – 0800 1111
 - b. NSPCC – 0808 800 5000
 - c. Hourglass (protecting older people from harm) – 0808 808 8141

Motorsport UK policies and procedures

17. The MSCC confirms that, in addition to this Code of Conduct, it adheres to the following MSUK policies, which can be found on the MSUK website:

- Motorsport UK Speak up, Speak Out Policy
- Motorsport UK Safeguarding Children Policy
- Motorsport UK Safeguarding Adults at Risk Policy
- Motorsport UK Anti-bullying Policy
- Motorsport UK Social Media Policy
- Motorsport UK Recording and Retention of Safeguarding Records Policy
- Motorsport UK Low Level Concerns Policy
- Motorsport UK Equality and Diversity and Inclusion Policy
- Motorsport UK Non-Recent Abuse Policy
- Motorsport UK Complaints Policy
- Motorsport UK 'Race and Respect' code of conduct
- Motorsport UK 'Race and Respect' What happens when a complaint has been made?

Review

18. This Code of Conduct will be reviewed every two years, or earlier if circumstances/requirements change.