# When clubs should refer a concern to Welsh Gymnastics

Clubs have a responsibility to act promptly and appropriately when safeguarding concerns arise. While many issues can be managed at club level, there are specific situations where a referral to Welsh Gymnastics is necessary or strongly recommended.

## Mandatory Referral Thresholds

Clubs must refer concerns to Welsh Gymnastics where there is:

- **Level 2 concerns (statutory intervention):**
  Any situation where external agencies are involved or should be involved, such as children's social care, the police, or other statutory authorities. This includes:
  - Allegations or suspicions of abuse or neglect.
  - Immediate risk of harm to self or other (child, young person, or adult).
  - Ongoing safeguarding investigations.
- **Concerns about Coaches, Volunteers, or Officials:**
  Referral is required where there is:
  - Poor practice that may pose a risk to participants.
  - Breaches of codes of conduct or safeguarding policies.
  - Patterns of concerning behaviour (these do not have to meet a high threshold).
- **Wellbeing Concerns About a Member:**
  Any situation that raises concerns about the physical, emotional, or mental wellbeing of a participant should be escalated. This includes:
  - Changes in behaviour, wellbeing or presentation.
  - Concerns about welfare outside of the sporting environment.
  - Situations where the club feels out of its depth or unsure how to proceed.

## When You're Unsure

Clubs should not feel they need to make definitive judgments about whether a threshold has been met. If there is any doubt:

- **Seek advice early** – the Welsh Gymnastics safeguarding team is available to support decision-making.
- **Share concerns** – it is always better to raise a concern than to overlook a potential risk..
- **Record and refer appropriately** – even lower-level concerns can contribute to a wider safeguarding picture.

## Key Principle

Safeguarding is a **shared responsibility**. It should never rest solely on one individual within the club.

- You are **not expected to manage complex safeguarding issues alone.**
- Welsh Gymnastics is there to provide **guidance, oversight, and support.**
- Early referral can help **prevent escalation** and ensure appropriate action is taken.

## Encouraging a Culture of Reporting

Clubs should promote an environment where:

- Concerns are taken seriously and acted upon.
- Individuals feel confident reporting worries without fear.
- Safeguarding is prioritised above reputational perception.
- Reporting as a supportive, not punitive process.
- Understanding the importance of early help-seeking.
- That raising concerns about colleagues is part of professional safeguarding responsibility.
- Self-reporting is essential for the right support to be embedded at its earliest opportunity.

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Even if you do not believe a concern meets the threshold for formal action, the Welsh Gymnastics safeguarding team remains available to provide advice and support. We actively encourage clubs to make referrals or seek guidance whenever there is uncertainty.

If you have made a referral and do not receive a response within 48 hours please contact the safeguarding team on 0300 3003127 or safeguarding@welshgymnastics.org

**You are not alone in safeguarding — we are here to help.**