

# British Powerlifting: Safeguarding Guidance and Policy 2026

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# 1. Introduction

- 1.1. British Powerlifting (BP) is committed to creating a safe and enjoyable environment for all participants, especially children, young people, and vulnerable adults/adults at risk. This policy outlines our commitment to safeguarding and promoting the welfare of all individuals involved in our activities. We recognise our duty of care and will ensure that all participants can engage in powerlifting in a safe and supportive environment, free from harm or abuse. This policy is designed to uphold statutory responsibilities, government guidance, and best practices.

## 2. British Powerlifting commits to:

- 2.1. Provide children, young people, and vulnerable adults with appropriate safety and safeguarding while in the operations of British Powerlifting,
- 2.2. Assist all staff/volunteers to make informed and confident responses to specific child safeguarding issues.
- 2.3. Ensure that everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities.
- 2.4. Ensure that appropriate action is taken in the event of incidents/concerns of abuse and support provided to those involved.
- 2.5. Maintain confidential, detailed, and accurate records of all safeguarding concerns, providing appropriate reporting mechanisms and protections for those reporting them.
- 2.6. Adopt safeguarding best practices through our policies, procedures, and codes of conduct, following the principles set out by organisations such as the [NSPCC](#)

- 2.7. Prevent the employment or deployment of unsuitable individuals by recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.
- 2.8. Appoint a nominated safeguarding lead for children and young people, a deputy, and a lead trustee/board member for safeguarding.
- 2.9. Share information about safeguarding and good practice with children, young people, and their parents.
- 2.10. Make sure that children, young people, and their parents know where to go for help if they have a concern.
- 2.11. Ensure adherence to this Safeguarding Policy.

### 3. Scope

- 3.1. This policy applies to all members, officials, coaches, staff, volunteers, those in positions of trust, and participants involved in British Powerlifting activities. This policy applies whether concerns arise within or outside sport where risks impact participation.

### 4. Definitions

- 4.1. **Child:** Anyone under the age of 18.
- 4.2. **Young People:** Those aged between 14-17 years.
- 4.3. **Vulnerable Adult/Adult at risk:** A person aged 18 years or over who is or 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.
- 4.4. **Staff:** A member of BP, either paid or unpaid, that is providing a service under the organisation's name. Examples of BP staff include, but are not limited to:

- Executive board
- Non-executive board
- Divisional committee members
- Affiliated gym/club organisers
- Registered Coaches
- Event organisers and volunteers

4.5. **Bullying:** British Powerlifting defines bullying as:

4.5.1. Repetitive, intentional behaviour that is designed to hurt, intimidate, or humiliate another person.

4.5.2. It can take many forms, including:

- Verbal abuse (e.g., name-calling, insults, threats).
- Physical abuse (e.g., hitting, kicking, pushing).
- Social exclusion (e.g., ignoring, isolating, spreading rumours).
- Cyberbullying (e.g., online harassment, posting offensive content).
- Discriminatory bullying (based on protected characteristics).

4.6. **Safeguarding Concern:** Any suspicion, observation or disclosure indicating that a child or adult at risk is experiencing, or is at risk of, abuse, harm or neglect.

4.7. **Low Level Concern:** Any worries, however small, that an individual's behavior toward a child or adult at risk does not meet the threshold of harm but is inappropriate or breaks British Powerlifting's code(s) of conduct.

4.8. **Allegation:** An unproven claim that a person in a position of trust has harmed or posed a risk of harm to a child or adult at risk.

- 4.9. **Position of Trust:** Any role where an individual has regular, direct contact with children or adults at risk, holding authority or influence over them.
- 4.10. **Peer on Peer Abuse:** Occurrences where a child or young person under the age of 18 is exploited, bullied, or harmed by another child or group of children.
- 4.11. **Poor practice:** Actions by individuals that fall below expected standards, codes of conduct, or duty of care, potentially harming others, creating an unsafe environment or creating a safeguarding concern.
- 4.12. **Parent/Guardian/Carer:** A designated adult with decision making responsibility for a child or adult at risk. For the purposes of away trips and international competitions, British Powerlifting does not allow this to be someone nominated through a signed disclaimer and it **MUST** be a parent/guardian/carer who has normal, day to day responsibility for the individual.

## 5. Roles and Responsibilities

- 5.1. **British Powerlifting Board:** Overall responsibility for safeguarding, including:
  - 5.1.1. Safeguarding Reporting and Reviews
  - 5.1.2. Risk Oversight
  - 5.1.3. Policy Approval
  - 5.1.4. Serious Case Oversight and Escalation
- 5.2. **Safeguarding Lead:** Primary responsibility for managing and reporting safeguarding concerns to the Board and/or safeguarding agencies. Also,
  - 5.2.1. The distribution of policies, procedures and safeguarding resources throughout British Powerlifting.

5.2.2. Provision of safeguarding advice and support to staff and volunteers.

5.3. **Club Welfare Officers:** Responsible for safeguarding within their clubs or coaching service. Club Welfare Officers should commit to:

5.3.1. Ensure your club has a Safeguarding policy that is embedded in all that the club does

5.3.2. Ensure members follow codes of conduct

5.3.3. Arrange safeguarding training and DBS checks for staff/volunteers

5.3.4. Develop reporting procedures for dealing with complaints or concerns regarding poor practice, abuse or neglect in relation to safeguarding.

5.3.5. Develop safe recruitment procedures for staff/volunteers.

5.4. **Coaches and Volunteers:** Responsible for recognizing and reporting safeguarding concerns. Coaches and volunteers should commit to:

5.4.1. Creating an environment where children, young people, and vulnerable adults/adults at risk feel physically and psychologically safe.

5.4.2. Understand the basic elements of what constitutes a safeguarding risk.

5.4.3. Know how to report concerns either to your nominated lead within your club or to the Safeguarding Lead within British Powerlifting.

## 6. Procedures:

### The 4 R's:

#### 6.1. Recognising abuse

Abuse takes many forms. British Powerlifting recognises abuse that includes, but is not limited to the forms listed below. British Powerlifting **strongly** encourages all those who fall within the scope of this policy to undergo appropriate safeguarding training and to repeat this training every two to three years.

Some of the forms of abuse can include, but are not limited to:

| Abuse Form | Can include                                                                                                                                                                                                                        | Symptoms                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical   | assault, hitting, burning, poisoning, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.                                                                                                      | <ul style="list-style-type: none"><li>• No explanation for injuries or inconsistency with the account of what happened</li><li>• Injuries are inconsistent with the person's lifestyle</li><li>• Bruising, cuts, welts, burns and/or marks on the body or loss of hair in clumps</li><li>• Frequent injuries</li><li>• Unexplained falls</li><li>• Subdued or changed behaviour in the presence of a particular person</li><li>• Signs of malnutrition</li><li>• Failure to seek medical treatment or frequent changes of GP</li></ul> |
| Sexual     | 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 | <ul style="list-style-type: none"><li>• Bruising, particularly to the thighs, buttocks, upper arms and marks on the neck</li><li>• Torn, stained or bloody underclothing</li><li>• Bleeding, pain or itching in the genital area</li><li>• Unusual difficulty in walking or sitting</li><li>• Foreign bodies in genital or rectal openings</li></ul>                                                                                                                                                                                   |



|                            |                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | acts to which the adult has not consented or was pressured into consenting.                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>• Infections, unexplained genital discharge, or sexually transmitted diseases</li> <li>• Pregnancy in a woman who is unable to consent to sexual intercourse</li> <li>• The uncharacteristic use of explicit sexual language or significant changes in sexual behaviour or attitude</li> <li>• Incontinence not related to any medical diagnosis</li> <li>• Self-harming</li> <li>• Poor concentration, withdrawal, sleep disturbance</li> <li>• Excessive fear/apprehension of, or withdrawal from, relationships</li> <li>• Fear of receiving help with personal care</li> <li>• Reluctance to be alone with a particular person</li> </ul> |
| Psychological or emotional | emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks | <ul style="list-style-type: none"> <li>• An air of silence when a particular person is present</li> <li>• Withdrawal or change in the psychological state of the person</li> <li>• Insomnia</li> <li>• Low self-esteem</li> <li>• Uncooperative and aggressive behaviour</li> <li>• A change of appetite, weight loss/gain</li> <li>• Signs of distress: tearfulness, anger</li> <li>• Apparent false claims, by someone involved with the person, to attract unnecessary treatment</li> </ul>                                                                                                                                                                                       |
| Financial or material      | theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or                                                          | <ul style="list-style-type: none"> <li>• Missing personal possessions</li> <li>• Unexplained lack of money or inability to maintain lifestyle</li> <li>• Unexplained withdrawal of funds from accounts</li> <li>• The family or others show unusual interest in the assets of the person</li> <li>• Disparity between the person's</li> </ul>                                                                                                                                                                                                                                                                                                                                        |

|              |                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|              | misappropriation of property, possessions or benefits                                                                                                                                                                                         | living conditions or self care and their financial resources, e.g. insufficient food in the house                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Neglect      | ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating | <ul style="list-style-type: none"> <li>• Poor environment – dirty or unhygienic</li> <li>• Poor physical condition and/or personal hygiene</li> <li>• Pressure sores or ulcers</li> <li>• Malnutrition or unexplained weight loss</li> <li>• Untreated injuries and medical problems</li> <li>• Inconsistent or reluctant contact with medical and social care organisations</li> <li>• Accumulation of untaken medication</li> <li>• Uncharacteristic failure to engage in social interaction</li> <li>• Inappropriate or inadequate clothing</li> </ul>                                                                                                                                                                                                                                                                                |
| Exploitation | Use of a child or adult at risk for financial gain, sexual gratification, labour or personal advantage, potentially involving the use or threat of violence or reward                                                                         | <ul style="list-style-type: none"> <li>• acquiring money, clothes, mobile phones, etc., without plausible explanation</li> <li>• has gang association and/or isolation from peers/social networks</li> <li>• is excluded or has unexplained absences from education</li> <li>• leaves home/care without explanation and persistently goes missing or returns late</li> <li>• is often found outside of the boundaries of their local area</li> <li>• receives excessive numbers of texts/phone calls</li> <li>• returns home under the influence of drugs/alcohol</li> <li>• displays evidence of/suspicion of physical assault</li> <li>• has relationships with controlling or significantly older individuals or groups</li> <li>• has concerning use of the internet or other social media</li> <li>• displays increasing</li> </ul> |

|  |  |                                 |
|--|--|---------------------------------|
|  |  | secretiveness around behaviours |
|--|--|---------------------------------|

## 6.2. Responding to Concerns:

- 6.2.1. If a child or adult is in immediate danger, call 999.
- 6.2.2. Respond appropriately to those reporting a concern or making a disclosure:
  - listen
  - reassure
  - don't investigate
  - don't promise confidentiality
  - preserve evidence
- 6.2.3. Record all concerns, including date, time, and details of the incident.
- 6.2.4. Report concerns to the BP Safeguarding Lead or Club Welfare Officer.
- 6.2.5. Ensure support is provided to individuals who raise or disclose concerns.

## 6.3. Reporting:

- 6.3.1. If you believe a child is in immediate danger or requires medical attention, please call the emergency services on 999.
- 6.3.2. You can also contact the NSPCC helpline on 0808 800 5000 to report immediate risks.
- 6.3.3. If you have a concern about a child or adult at risk, within the scope of British Powerlifting, you can complete the Incident report form [annex 1: reporting a concern form] and send to [safeguarding@britishpowerlifting.org](mailto:safeguarding@britishpowerlifting.org)

- 6.3.4. The British Powerlifting Safeguarding Lead will work with those who raise concerns to address the concern, make external referrals as appropriate and address poor practice.
- 6.3.5. Safeguarding Leads within each Home Nation, Division or Club, along with any individual who reports a safeguarding concern should be encouraged to contact their children's services department, adult social care team or Local Authority Designated Officer.
- 6.3.6. Support is available to individuals who need assistance in reporting concerns or dealing with the aftermath of a safeguarding incident.

#### 6.4. Recording:

- 6.4.1. Safeguarding concerns should be recorded on the same day of the disclosure in order to ensure that all relevant information is retained and documented.
- 6.4.2. Safeguarding concerns and reports should be stored securely, regardless of whether this is stored digitally or in hard copy. Only the appropriate individuals should be able to access this, especially in line with preservation of evidence, avoiding alerting potential offenders and protection of privacy of those impacted.
- 6.4.3. In line with best practice, only factual recording should take place and no interpretation should occur.
- 6.4.4. A copy of a form for reporting a concern is included in Annex 2. The reporting of a concern must include
  - Name, age and gender of child/adult at risk
  - Detail of the concern; nature of any injury/abuse
  - Date and time of the incident/allegation or when the concern was raised

- What you were doing before and during the concern being raised
- What the child/adult at risk and others were doing before and during the time that the concern was raised
- What was said or done, and by whom
- Any immediate action taken before making the record
- What the child/adult at risk said, as closely as possible to their original words
- Name of the person reporting the concern
- Name and designation of the person to whom the concern was reported, the date and time, their contact details and any agreed actions.

## 7. Safer Recruitment and Training:

7.1. Implement safe recruitment practices for staff and volunteers, including:

- 7.1.1. **Coach Licensing:** Implement a robust coach licensing system that includes mandatory safeguarding training and DBS/background checks (where necessary).
- 7.1.2. **Official Accreditation:** Ensure all officials are accredited and have undergone appropriate safeguarding training.
- 7.1.3. **Volunteer Screening:** Conduct appropriate checks and training on all volunteers, depending on their level of contact with children or vulnerable adults.
- 7.1.4. **Transparency:** Make the recruitment and selection process transparent and fair.
- 7.1.5. **Record Keeping:** Maintain accurate and confidential records of all recruitment and vetting processes.

- 7.1.6. Provide **regularly renewed safeguarding training** to all staff and volunteers who are in contact with children or vulnerable adults
- 7.1.7. **Induction** around organisational policies and procedures, to include Safeguarding, to ensure everyone understands their roles and responsibilities in respect of safeguarding.
- 7.1.8. **Role Specific Competencies:** Ensure that roles have job descriptions and lists of skills and positive behaviours that help to reinforce development of a safe environment
- 7.1.9. **Probation:** Periods of performance review after recruitment to ensure that staff/volunteers meet the required standards and best practice of safeguarding
- 7.1.10. Promote publication of this information through newsletters and social media
- 7.1.11. Ensure staff and volunteers read and agree to this policy
- 7.1.12. Ensure Registered Coaches have read and agreed to adhere to this policy

## 8. Codes of Conduct

- 8.1. BP has developed the following codes of conduct to ensure everyone involved in the sport understands what is expected of them.
- 8.2. BP will work diligently to ensure these codes are enforced where necessary and will be active in investigating any concerns raised where staff or members operate outside these codes.
- 8.3. Breaches of these codes of conduct may constitute misconduct, a safeguarding concern or a disciplinary matter.

**Code of Conduct for 14-18 Year Olds in Powerlifting**

**Code of Conduct for 18+ Year Olds in Powerlifting**

## Code of Conduct for British Powerlifting Staff and Volunteers

## Code of Conduct for Parents and Carers of Children in British Powerlifting

### 8.4. Code of Conduct for 14-18 Year Olds in Powerlifting

This code of conduct is designed to ensure a safe, respectful, and positive environment for all young people participating in powerlifting, whether in training or competition. It applies to all powerlifting activities including, but not limited to, training sessions at commercial gyms, private gyms, powerlifting/strength sports clubs, online presence and powerlifting related communication and at powerlifting events.

#### 8.4.1. Respect and Inclusion

- **Be yourself and accepting of others:** Powerlifting celebrates strength in all its forms. Respect individual differences in body types, abilities, backgrounds, and identities. We are all different; let's celebrate this!
- **Be respectful to everyone:** Treat coaches, trainers, gym staff, spotters, fellow lifters, competition officials, and spectators with courtesy and respect. This includes respecting their personal space, equipment, and opinions and maintaining appropriate relationships, both in person and online.
- **No discrimination or harassment:** Bullying, discrimination, harassment, or the use of offensive language will not be tolerated. This includes comments about someone's body, gender, race, sexual orientation, or any other personal characteristic.

### 8.4.2. Responsibility and Safety

- **Take care of equipment and space:** Respect the gym or competition venue. This includes using equipment properly, re-racking weights, cleaning up after yourself, and reporting any damage.
- **Listen to your coach or trainer:** Follow their instructions and guidance. If you have any concerns, discuss them with your coach in an appropriate manner.
- **Speak out if you feel worried or concerned:** If you experience or witness anything that makes you feel unsafe, uncomfortable, or worried, report it to a trusted adult, such as your coach, a gym staff member, a club welfare officer, the British Powerlifting safeguarding lead [safeguarding@britishpowerlifting.org](mailto:safeguarding@britishpowerlifting.org) or a parent/guardian.
- **Ensure you are capable:** Do not attempt weights or exercises beyond your current ability. Prioritize safety and technique over lifting as heavy as possible.
- **Use spotters:** Always use appropriate spotters when lifting heavy weights, especially for bench press, squat, and overhead press.
- **Be on time:** Arrive on time for training sessions and competitions.
- **Do not wander off or leave without telling an adult:** Inform your coach, trainer,



or a responsible adult if you need to leave the training area or competition venue.

- **Bring the correct kit, food, and drinks:** Be prepared for training sessions and competitions. Ask a parent/guardian to help you with this if needed.

#### 8.4.3. Sportsmanship and Integrity

- **Try your best, and encourage others:** Support your fellow lifters, both in training and at competitions. Celebrate successes and offer encouragement during challenges.
- **Compete fairly:** Adhere to the rules and regulations of powerlifting. Do not engage in any form of cheating or unsportsmanlike conduct.
- **Respect officials' decisions:** Accept the decisions of competition officials with grace and maturity. It is the right of the lifter/coach to ask the reasons behind the referees decision in a respectful manner
- **Be a positive representative of the sport:** Your behavior reflects not only on yourself but also on your gym, club, and the sport of powerlifting.

#### 8.4.4. Prohibited Conduct

- **No substance use:** Do not use, possess, or distribute alcohol, tobacco, or vaping products during training, competitions, or at any powerlifting-related event or space,

unless in a specified area dictated by the event coordinator.

- **Antidoping adherence:** British Powerlifting is unequivocal in its opposition to drugs in sport and strictly adheres to the IPF and the WADA (World Anti-Doping Agency) code. All international lifters are required to register with the IPF and are included in their Out of Competition Testing (OOC) Pool. In addition, competitors for British Championships are required to complete a 'whereabouts' form, as part of our new online application process, to enable OOC in the time period preceding the championships. All medications, products and active ingredients can be checked at [Global DRO website](#).

#### 8.4.5. Enjoyment

- **Enjoy your sport or activity:** Powerlifting should be a positive and rewarding experience. Have fun, challenge yourself, and celebrate your achievements!

#### 8.4.6. Reporting Concerns

- If you have any concerns about your safety or the behavior of others, please reach out to someone you trust:

8.4.6.●.1. Parent or family member

8.4.6.●.2. Coach or trainer

8.4.6.●.3. Gym staff member

8.4.6.●.4. Club welfare officer (if applicable)

8.4.6.●.5. British powerlifting safeguarding lead

8.4.6.●.6. Other trusted adult

8.4.6.●.7. **Childline:** You can also contact Childline for support.

8.4.7. This code of conduct is a guideline for expected behavior. Failure to adhere to this code may result in disciplinary action, as determined by the relevant authority (e.g., coach, gym management, competition officials).

## 8.5. Code of Conduct for 18+ Year Olds in Powerlifting

8.5.1. This code of conduct aims to establish and maintain a respectful, safe, and positive environment for all participants in powerlifting, whether during training or competition. It applies to all powerlifting-related activities, including training sessions at commercial gyms, private gyms, powerlifting/strength sports clubs, online presence and powerlifting related communication and powerlifting events.

### 8.5.2. Respect and Inclusion

- **Be yourself and accepting of others:** Powerlifting celebrates diverse strengths and individuals. Respect differences in body types, abilities, backgrounds, and identities. Discrimination of any kind is unacceptable.
- **Be respectful to everyone:** Treat coaches, trainers, gym staff, spotters, fellow lifters, competition officials, and spectators with courtesy and respect. This includes respecting their personal space, equipment, and opinions and maintaining appropriate relationships, both in person and online.

- **Value diverse abilities:** Recognize and appreciate that individuals possess different levels of ability and skill.

### 8.5.3. Responsibility and Safety

- **Take care of equipment and space:** Maintain the gym or competition venue. Use equipment properly, re-rack weights, clean up after yourself, and report any damage.
- **Listen to your coach or trainer:** Follow their instructions and guidance. Communicate any concerns or questions appropriately.
- **Speak out if you feel worried or concerned:** If you experience or witness anything that makes you feel unsafe, uncomfortable, or concerning, report it to a trusted individual, such as your coach, gym staff, or a club representative. This includes reporting any bullying you may have heard or seen.
- **Prioritize safety:** Ensure responsible lifting practices, including using spotters when necessary and not attempting weights or exercises beyond your capability.
- **Be punctual:** Arrive on time for training sessions and competitions.
- **Communicate your whereabouts:** Do not leave the training area or competition venue without informing a coach, staff member, or responsible adult.

#### 8.5.4. Sportsmanship and Integrity

- **Encourage and support others:** Promote a positive training and competition environment by supporting fellow lifters. Celebrate achievements and offer encouragement.
- **Compete fairly:** Adhere to the rules and regulations of powerlifting. Avoid any form of cheating or unsportsmanlike conduct.
- **Respect officials' decisions:** Accept the decisions of competition officials with maturity and sportsmanship. It is the right of the lifter/coach to ask the reasons behind the referees decision in a respectful manner
- **Represent the sport positively:** Your conduct reflects on yourself, your gym or club, and the sport of powerlifting.

#### 8.5.5. Prohibited Conduct

- **No substance use:** The use, possession, or distribution of alcohol, tobacco, or vaping products is prohibited during training, competitions, or at any powerlifting-related space unless in a specified area dictated by the event coordinator.
- **Antidoping adherence:** British Powerlifting is unequivocal in its opposition to drugs in sport and strictly adheres to the IPF and the WADA (World Anti-Doping Agency) code. All international lifters are required to register with the IPF and are included in their Out of Competition Testing (OOC)

Pool. In addition, competitors for British Championships are required to complete a 'whereabouts' form, as part of our new online application process, to enable OOC in the time period preceding the championships.

- **Adherence to rules:** Follow all club or activity rules, as well as the specific rules of the sport or competition.
- **Online conduct:** Follow online safety and social media policies and procedures.

#### 8.5.6. General Expectations

- **Preparedness:** Bring the correct kit, food, and drinks to training sessions.
- **Celebrate success and handle defeat with grace:** Show good sportsmanship in both victory and loss.
- **Have fun and enjoy your time participating in powerlifting.**

#### 8.5.7. Reporting Concerns

- If you have any worries or concerns, please reach out to someone you trust, such as:

8.5.7.●.1. Coach or trainer

8.5.7.●.2. Adult at the club

8.5.7.●.3. Club welfare officer

8.5.7.●.4. British Powerlifting safeguarding lead  
[safeguarding@britishpowerlifting.org](mailto:safeguarding@britishpowerlifting.org)

- This code of conduct provides a framework for expected behavior. Failure to comply may result in disciplinary action, as determined by the relevant authority (e.g., coach, gym management, competition officials).

## 8.6. Code of Conduct for British Powerlifting Staff and Volunteers

8.6.1. This code of conduct outlines the expected behavior and responsibilities for all staff members and volunteers associated with British Powerlifting. It aims to ensure a safe, respectful, and ethical environment for all participants, particularly young people, and to uphold the integrity of the organization.

### 8.6.2. Core Principles.

As a member of staff or a volunteer at British Powerlifting, you are expected to:

- Implement British Powerlifting's safeguarding policy and procedures.
- Report any concerns or allegations of abuse, including lower-level concerns and poor practice, to the designated welfare officer or safeguarding lead person.
- Listen to any concerns that parents, young people or adults at risk might have.
- Not engage in any behavior that constitutes any form of abuse or bullying.
- Respect your position of trust and maintain appropriate boundaries and relationships with young people. Engaging in sexual

behavior with any child under the age of 18 is illegal.

- Keep your safeguarding training up to date.
- Keep children and adults at risk in your sessions safe by supervising appropriately, using safe methods and techniques in line with your training (e.g. avoiding one to one contact in isolated spaces, transporting individuals on your own, direct messaging giving/receiving of gifts, blurring the lines between the coach/athlete relationship, etc)
- Ensure appropriate staffing ratios of adult to participant are maintained before each session, as outlined in British Powerlifting's policy.
- Make sure equipment is fit for purpose, safe to use, and accessible.
- Respect the trust and rights of children and adults at risk while being honest and open with them.
- Champion everyone's right to take part and celebrate diversity within British Powerlifting activities.
- Pause/Stop lifting (training or competition) if an injury occurs, provide first aid, and call for additional help when necessary.
- Use constructive and positive methods for developing participants' skills.
- Behave appropriately online when communicating on behalf yourself, your



team/club and of British Powerlifting, adhering to the organization's online safety and social media acceptable use policy.

- Challenge and address any instances of poor, negative, aggressive, or bullying behavior among participants.
- Promote and adhere to the Antidoping statement from British Powerlifting which includes having healthy and safe environments for participants, where smoking, vaping, and alcohol consumption are not permitted and will be addressed.
- Be a positive role model for participants and other staff, representing yourself, your club/team and British Powerlifting in a professional manner.
- Develop positive relationships with parents and guardians of children and adults at risk and communicate with them regularly about the development of the individual in their care.
- Ensuring a parent and/or guardian has consented to their under 18 year old communicating with the coach.
- This can be documented either formally through a contract or evidenced through digital communication such as email consent.

### 8.6.3. Staff Rights

British Powerlifting staff members have the right to:

- Enjoy their time working with the organization.
- Be supported in their role.
- Be informed of safeguarding and reporting procedures and understand the necessary actions in case of concerns.
- Have access to ongoing training in all aspects of their role.
- Be listened to and feel valued.
- Be involved and contribute to decisions within the organization.
- Be respected and treated fairly by British Powerlifting and its governing bodies.
- Feel welcomed and included.
- Be protected from physical or emotional abuse from participants, parents, and other staff members, and receive support in resolving conflicts or concerns.

#### 8.6.4. Enforcement

- All British Powerlifting staff and volunteers are expected to adhere to this code of conduct. Any behaviour that contradicts this code will be addressed promptly. Repeated breaches may result in disciplinary action, potentially involving governing bodies or dismissal from the organization.

## 8.7. Code of Conduct for Parents and Carers of Children in British Powerlifting

This code of conduct outlines the expectations for parents and carers of children participating in British Powerlifting affiliated clubs/gyms or sanctioned events. It aims to ensure a positive, safe, and supportive environment for all young athletes involved in the sport.

As per the definitions in Section 4 of this document, for the purposes of away trips and international competitions, a 'Parent/Guardian/Carer' is defined as someone with legal, day to day responsibility for the child or adult at risk. This responsibility cannot be delegated through the signing of any agreement or liability waiver.

### 8.7.1. Responsibilities and Expectations

As a parent or carer of a child or adult at risk participating in a British Powerlifting affiliated club/gym or sanctioned event, you are expected to:

- **The Essentials**

- 8.7.1.●.1. **Maintain responsibility for your child/adult at risk** at all times and work openly and positively with the coaches/organisers to ensure your the child's/adult at risk's safety is at the centre of all decisions
- 8.7.1.●.2. **Ensure child's/adult at risk's preparedness:** Make sure they have the correct kit, food, and drink for each session.
- 8.7.1.●.3. **Ensure punctuality and communication:** Ensure that your child/adult at risk arrives at sessions on time and is picked up promptly.

Inform the club/event organizers if you are running late or if your child/adult at risk is going home with someone else.

**8.7.1.●.4. Provide necessary information:**

Complete all consent, contact, and medical forms accurately and promptly, and update the club/event organizers if anything changes.

**8.7.1.●.5. Ensure child's/adult at risk's**

**safety:** Make sure your child wears any protective kit provided by the club/event organizers if relevant

**8.7.1.●.6. Be respectful:**

Be respectful of everyone participating, including coaches, staff, volunteers, officials, young people, other parents, and other teams and staff.

**8.7.1.●.7. Build relationships with coaches:**

Build and maintain a positive relationship with the coach or trainer. Have regular check-ins to support your child's/adult at risk's development. If your child is under 18, a parent or guardian must be involved in online communication with the coach.

**8.7.1.●.8. Communicate concerns:**

Talk to the club/event organizers if you have any concerns about any aspect of your child's/adult at risk's involvement.

### 8.7.2. Behaviour

- **Engage in discussions:** Take time to talk to your child/adult at risk about their sport or activity and what they want to achieve.
- **Listen:** Pay attention to your child/adult at risk if they express reluctance to participate and try to understand the reasons, as sudden changes in behavior could indicate underlying issues.
- **Be positive and encouraging:** Behave in a positive manner and encourage your child/adult at risk and their peers. Let them know you are proud of them.
- **Respect officials' decisions:** Respect and accept the officials' judgments and do not enter the field of play or competition area.
- **Use social media responsibly:** Use social media and apps responsibly when communicating on club/event channels, in line with the organization's code of conduct and policies.
- **Promote sportsmanship:** Talk to your child/adult at risk about embracing good sportsmanship.
- **Encourage adherence to rules:** Encourage your child/adult at risk to play by the rules.
- **Ensure understanding of their code of conduct:** Ensure that your child/adult at risk understands their code of conduct.

### 8.7.3. Parent/Carer Rights

As a parent, you have the right to:

- **Safety:** Be assured that your child/adult at risk is safeguarded during their time with the club/event.
- **Access to policies:** See any of the club/federation/event's policies and procedures at any time.
- **Welfare officer information:** Know who the welfare officer or safeguarding lead is and have their contact details.
- **Involvement in decisions:** Be involved and contribute to decisions within the club or activity, where relevant and in the appropriate manner
- **Staff qualifications:** Know what training and qualifications the staff have.
- **Information about problems/concerns:** Be informed of problems or concerns that involve or affect your child.
- **Information about accidents/injuries:** Know what happens if there is an accident or injury and how it will be dealt with.
- **Information about child's injury:** Be informed if your child is injured and see records of any incidents.
- **Consent for additional activities:** Have your consent sought for anything outside of the initial consent form, such as permission for trips or photography.

- **Concerns to be heard:** Have any concerns raised, listened to and responded to.

#### 8.7.4. Enforcement

- All parents are expected to follow the behaviors and requests set out in this code. If any parent behaves in a way that contradicts this code, the club/event organizers will address the problem with the parent to resolve the issue.
- Persistent concerns or breaches may result in parents being asked not to attend events if their attendance is considered a risk or has a negative impact. Continued issues and repeated breaches may ultimately result in the child being asked to leave the activity, event, or club.

## 9. Prevention of Bullying

### 9.1. Introduction

British Powerlifting is committed to providing a safe, inclusive, and enjoyable environment for all participants, regardless of age, ability, gender, ethnicity, sexual orientation, religion, or belief. Bullying, in any form, is unacceptable and will not be tolerated. This section of the safeguarding policy outlines the measures British Powerlifting will take to prevent bullying and ensure the well-being of its members.

### 9.2. Definition of Bullying

British Powerlifting defines bullying as:

9.2.1. Repetitive, intentional behaviour that is designed to hurt, intimidate, or humiliate another person.

9.2.2. It can take many forms, including:

- Verbal abuse (e.g., name-calling, insults, threats).
- Physical abuse (e.g., hitting, kicking, pushing).
- Social exclusion (e.g., ignoring, isolating, spreading rumours).
- Cyberbullying (e.g., online harassment, posting offensive content).
- Discriminatory bullying (based on protected characteristics).

### 9.3. Principles of Prevention

British Powerlifting will adopt the following principles to prevent bullying:

#### 9.3.1. Creating a Positive Culture:

- Promote respect, fairness, and inclusivity at all levels of the sport.
- Encourage positive role modelling by coaches, officials, and senior athletes.
- Foster a supportive and encouraging atmosphere where individuals feel valued.

#### 9.3.2. Education and Awareness:

- Provide regular training and resources to coaches, officials, volunteers, and athletes on bullying prevention.
- Raise awareness of the different forms of bullying and their impact.
- Educate participants on how to report bullying and access support.



### 9.3.3. Clear Policies and Procedures:

- Develop and implement clear policies and procedures for reporting and addressing bullying.
- Ensure that all members are aware of these policies and procedures.
- Establish a confidential reporting system for individuals to raise concerns. This reporting system will include a robust process for recording concerns and handling cases appropriately.

### 9.3.4. Early Intervention:

- Address bullying behaviour promptly and consistently.
- Provide support to both the victim and the perpetrator to address the underlying issues.
- Implement restorative practices where appropriate to repair harm and restore relationships.
- British Powerlifting will work to ensure that there is no retaliation against any individual as a result of the bullying being reported and that any retaliation will be dealt with appropriately through the disciplinary process.

### 9.3.5. Monitoring and Evaluation:

- Regularly monitor and evaluate the effectiveness of bullying prevention strategies.
- Gather feedback from participants to identify areas for improvement.

- Review and update policies and procedures as needed.

## 9.4. Specific Measures for Powerlifting

In addition to the general principles, British Powerlifting will implement the following specific measures to address bullying within the context of the sport:

### 9.4.1. Weight and Body Image:

- Promote healthy weight management practices and discourage harmful weight-cutting behaviours.
- Address negative comments or behaviours related to body image or weight.
- Educate coaches and athletes on the importance of body positivity and healthy eating.

### 9.4.2. Competition Environment:

- Ensure that competition environments, particularly during the weigh in process, are safe and inclusive for all participants.
- Address any instances of intimidation or harassment during competitions.
- Promote fair play and respect for officials and competitors.

### 9.4.3. Online Safety:

- Provide guidance on safe online behaviour and the responsible use of social media.
- Address cyberbullying incidents promptly and effectively.
- Monitor online platforms for inappropriate content related to British Powerlifting.

#### 9.4.4. Coach/Athlete relationships:

- Ensure all coaches understand appropriate boundaries and professional conduct.
- Educate athletes on what constitutes healthy coach athlete relationships.
- Provide clear reporting mechanisms for any inappropriate conduct, concerns or low level concerns.

### 9.5. Reporting and Responding to Bullying

- 9.5.1. British Powerlifting encourages anyone who experiences or witnesses bullying to report it immediately.
- 9.5.2. Reports can be made to:
- A designated safeguarding officer.
  - A coach or official.
  - British Powerlifting's [Disciplinary Panel](#)
- 9.5.3. All reports will be treated seriously and investigated thoroughly.
- 9.5.4. British Powerlifting will take appropriate action to address bullying behaviour, which may include disciplinary measures.
- 9.5.5. British Powerlifting will provide support to those who have been bullied.
- 9.5.6. Where a response has been provided after an incident has been reported and, if concerns still remain after the response, British Powerlifting will provide an escalation route to reinvestigate the concern. Escalations can be made to:
- The British Powerlifting designated safeguarding officer
  - British Powerlifting's [Disciplinary Panel](#)
  - The British Powerlifting Board

## 10. Safeguarding Deaf and disabled children

### 10.1.1. Specific Measures for Deaf and Disabled Participants

In addition to the general principles, British Powerlifting will implement the following specific measures:

10.1.2. Communication:

- Provide information in accessible formats (e.g., large print, Easy Read, Braille, audio, British Sign Language).

10.1.3. Ensure effective communication during training, competitions, and meetings (e.g., using sign language interpreters, captioning, assistive listening devices).

10.2. Competition Environment:

10.2.1. Make reasonable adjustments to competition rules and procedures to ensure fair participation.

10.2.2. Provide accessible facilities at competition venues (e.g., ramps, accessible toilets, designated seating areas).

10.2.3. Ensure that competition officials are aware of the needs of deaf and disabled athletes.

10.3. Equipment:

10.3.1. Allow the use of assistive equipment where appropriate (e.g., hearing aids, adapted lifting belts).

10.3.2. Provide information on accessible equipment suppliers.

10.4. Support:

10.4.1. Provide access to support services for deaf and disabled athletes (e.g., personal assistants, support workers).

10.4.2. Develop a network of peer support for deaf and disabled members.

10.5. Awareness:

10.5.1. Raise awareness that individuals with disabilities can experience a greater breadth of safeguarding risks due to their additional needs, dependency on others and are more at risk of abuse.

10.5.2. Raise awareness among all members about the needs and experiences of deaf and disabled individuals.

10.5.3. Challenge negative attitudes and stereotypes.

## 10.6. Reasonable Adjustments

10.6.1. British Powerlifting will make reasonable adjustments to ensure that deaf and disabled individuals can participate fully in our sport. Reasonable adjustments may include:

- Modifying rules or procedures.
- Providing auxiliary aids or services.
- Making physical alterations to facilities.

## 10.7. Reporting and Addressing Concerns

10.7.1. British Powerlifting encourages anyone who has concerns about the safeguarding or inclusion of deaf and disabled individuals to report them immediately.

10.7.2. Reports can be made to:

- A designated safeguarding officer either at a training facility, club or competition.
- A coach or official.
- British Powerlifting's Safeguarding lead [safeguarding@britishpowerlifting.org](mailto:safeguarding@britishpowerlifting.org)

10.7.3. All reports will be treated seriously and investigated thoroughly.

10.7.4. British Powerlifting will take appropriate action to address any concerns raised.

# 11. Safeguarding LGBTQ+ young people in sport

11.1.1. Creating Safe Spaces:

- Foster a culture of respect and acceptance within powerlifting.
- Create safe spaces where LGBTQ+ young people can feel comfortable and supported, without experiencing discrimination or harassment.
- Promote positive role models within the sport.

11.1.2. Reporting and Addressing Concerns

British Powerlifting encourages any individual who has concerns about the safeguarding, inclusion of LGBTQ+ children or adults at risk to report them immediately.

Reports can be made to:

- A designated safeguarding officer.
- A coach or official.
- British Powerlifting's [Disciplinary Panel](#)

- 11.1.3. All reports will be treated seriously, investigated thoroughly and dealt with confidentially in order to protect the identity of those involved.
- 11.1.4. British Powerlifting will take appropriate action to address any concerns raised.

## 12. Principles of Safe Photography and Filming

British Powerlifting will adhere to the following principles:

- 12.1.1. Consent: Informed consent will be obtained from all individuals being photographed or filmed, including from their parents/guardians if they are under 18.  
In addition - footage could reveal health, religion, disability, sexual orientation, political opinion, data or other sensitive matters and may fall under GDPR guidelines and laws.
- 12.1.2. Purpose: The purpose of the photography or filming will be clearly stated, and images/footage will only be used for that purpose.
- 12.1.3. Respect: Images and footage will be taken and used respectfully, avoiding any that could be considered demeaning, offensive, or exploitative.
- 12.1.4. Safety: The safety of individuals being photographed or filmed will be prioritized, ensuring that the activity does not create any risk of harm.
- 12.1.5. Transparency: We will be transparent about who is taking photographs or filming, and how the images/footage will be used.

12.1.6. Storage, Security and Deletion: Images and footage will be stored securely and only accessed by authorized personnel. The images will not be stored longer than necessary.

12.1.7. Review: This policy will be regularly reviewed to ensure it remains effective and aligned with best practice.

## 12.2. Specific Measures for British Powerlifting

In addition to the general principles, British Powerlifting will implement the following specific measures:

12.2.1. Accreditation: Only accredited photographers and videographers will be permitted to take images/footage at British Powerlifting events in the official areas such as on the platform and in the warm up area.

12.2.2. Non Accredited Media: British Powerlifting reserves the right to require any unauthorised media personnel, photographers or videographers to cease their activities. Professional media equipment is only permitted to be used by Accredited media personnel, including in public, spectator areas. If necessary, British Powerlifting also reserves the right to require the Non Accredited Media to leave a competition venue and/or involve the police.

12.2.3. Registration: All photographers and videographers will be required to register with British Powerlifting and provide evidence of their credentials and safeguarding training.

12.2.4. Designated Areas: Where possible, designated areas will be provided for photography and filming at events, to allow individuals to avoid being photographed if they wish.

12.2.5. Restricted Areas: Photography and filming should not be carried out, under any circumstances, in sensitive areas including changing rooms, toilets or weigh in rooms.

12.2.6. Competition officials, staff, athletes, coaches and members of the public should not wear “smart glasses” or other wearable technology, capable of recording, within competition venues. If the competition is in a shared space (such as an expo etc.) wearable recording devices should not be worn in all British

Powerlifting areas (including platform, spectator area, warm up area, changing areas, toilets, etc).

British Powerlifting officials may ask that the devices are removed or stored away. Non compliance, or a disregard for the policy (such as putting them away and then wearing them again later) may result in removal from the competition.

A limited exception may be allowed for where the glasses are genuinely required for medical reasons, prior approval has been sought from the competition organiser and DSL, and the recording function can be disabled and demonstrated as disabled for each competition.

12.2.7. Clear Guidelines: Clear guidelines will be provided to photographers and videographers regarding appropriate conduct and image/footage capture.

12.2.8. Parental/Guardian Consent: Specific consent forms will be used for photographing or filming individuals under 18, ensuring parents/guardians understand how the images/footage will be used.

12.2.9. Online Publication: Images and footage of individuals under 18 will not be published online without explicit parental/guardian consent.

12.2.10. Social Media: British Powerlifting will monitor its social media channels for any inappropriate use of images or footage.

12.2.11. Reporting Concerns: Clear procedures will be in place for reporting any concerns about inappropriate photography or filming.

### 12.3. Consent Procedures

12.3.1. Adults: Individuals aged 18 and over will be asked to provide their written consent for photography or filming.

- This forms part of the membership agreement when adults sign up to British Powerlifting

12.3.2. Under 18s: For individuals under 18, written consent will be obtained from their parents or guardians.



- This forms part of the agreement when Parents/guardians agree for their child to register as a member to British Powerlifting
- 12.3.3. Withdrawal of Consent: Individuals have the right to withdraw their consent at any time. Any images or footage taken after consent is withdrawn will not be used.
- 12.4. Reporting and Addressing Concerns
  - 12.4.1. British Powerlifting encourages anyone who has concerns about photography or filming activities to report them immediately.
    - Reports can be made to:
    - A designated safeguarding officer.
    - A coach or official.
    - British Powerlifting's Safeguarding lead [safeguarding@britishpowerlifting.org](mailto:safeguarding@britishpowerlifting.org)
  - 12.4.2. All reports will be treated seriously and investigated thoroughly.
  - 12.4.3. British Powerlifting will take appropriate action to address any concerns raised.

## 13. Online safety

### 13.1. Introduction

- 13.1.1. British Powerlifting (BP) recognises the importance of online safety for all its members, especially children and young people. This policy outlines our commitment to ensuring a safe online environment and provides guidelines for all individuals associated with BP when using the internet, social media, and mobile devices in relation to BP activities.

### 13.2. Purpose

- 13.2.1. The purpose of this policy is to:

- Ensure the safety and wellbeing of children and young people is paramount when adults, young people, or children are using the internet, social media, or mobile devices in relation to British Powerlifting activities.
- Provide staff, volunteers, members, and participants with the overarching principles that guide our approach to online safety.
- Ensure that, as an organization, we operate in line with our values and within the law in terms of how we use online devices.

### 13.2.2. Scope

- This policy applies to all staff, volunteers, children, young people, members, and anyone involved in British Powerlifting's activities.

### 13.2.3. Legal Framework

- This policy is established based on legislation, policy, and guidance that seeks to protect children.

### 13.2.4. Principles

British Powerlifting believes that:

- Children and young people should never experience abuse of any kind.
- Children should be able to use the internet for education and personal development, but safeguards need to be in place to ensure they are kept safe at all times.

British Powerlifting recognizes that:

- The online world provides many opportunities but can also present risks and challenges.
- We have a duty to ensure that all children, young people, and adults involved in our organization are protected from potential harm online.
- We have a responsibility to help keep children and young people safe online, whether or not they are using British Powerlifting's network and devices.
- Working in partnership with children, young people, their parents/carers, and other agencies is essential in promoting young people's welfare and helping young people to be responsible in their approach to online safety.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have the right to equal protection from all types of harm or abuse.

### 13.2.5. Safeguarding Measures

British Powerlifting will seek to keep children, young people and adults at risk safe by:

- Appointing an online safety coordinator (this may or may not be the same person as our nominated child protection lead).

- Providing clear and specific directions to staff and volunteers on how to behave online through our behavior code for adults. This includes rules on coach-athlete direct messaging, private messaging boundaries and platform use expectations.
- Supporting and encouraging the young people using our service to use the internet, social media, and mobile phones in a way that keeps them safe and shows respect for others.
- Supporting and encouraging parents and carers to do what they can to keep those in their care safe online.
- Developing an online safety agreement for use with young people and their parents or carers.
- Developing clear and robust procedures to enable us to respond appropriately to any incidents of inappropriate online behavior, whether by an adult or a child or young person.
- Reviewing and updating the security of our information systems regularly.
- Ensuring that usernames, logins, email accounts, and passwords are used effectively.
- Ensuring personal information about the adults and children who are involved in our

organization is held securely and shared only as appropriate.

- Ensuring that images of children, young people, and families are used only after their written permission has been obtained, and only for the purpose for which consent has been given.
- Providing supervision, support, and training for staff and volunteers about online safety.
- Examining and risk assessing any social media platforms and new technologies before they are used within the organization.

### 13.2.6. Responding to Online Abuse

If online abuse occurs, British Powerlifting will respond by:

- Having clear and robust safeguarding procedures in place for responding to abuse (including online abuse).
- Providing support and training for all staff and volunteers on dealing with all forms of abuse, including bullying or cyberbullying, emotional abuse, sexting, sexual abuse, and sexual exploitation.
- Ensuring our response takes the needs of the person experiencing abuse, any bystanders, and our organization as a whole into account.

- Preserving digital evidence should this be needed for further investigations by British Powerlifting or external agencies.
- Reviewing the plan developed to address online abuse at regular intervals to ensure that any problems have been resolved in the long term.

### 13.2.7. Contact Details

- Online Safety Coordinator: [safeguarding@britishpowerlifting.org](mailto:safeguarding@britishpowerlifting.org)
- Senior Lead for Safeguarding and Child Protection: [safeguarding@britishpowerlifting.org](mailto:safeguarding@britishpowerlifting.org)
- NSPCC Helpline: 0808 800 5000

## 14. Safeguarding Policy for Talented and Elite Young Athletes

14.1.1. British Powerlifting (BP) recognizes the unique vulnerabilities faced by talented and elite young athletes within the sport. This policy outlines our commitment to safeguarding these athletes and ensuring their well-being throughout their involvement with BP. We acknowledge that the pursuit of excellence in powerlifting can present specific risks, and we are dedicated to creating a safe and supportive environment that minimizes potential harm.

### 14.2. Purpose

This policy aims to:

- 14.2.1. Identify and address the specific safeguarding needs of talented and elite young powerlifters.
- 14.2.2. Establish guidelines and procedures to protect these athletes from abuse, harm, and exploitation.
- 14.2.3. Promote an athlete-centered approach that prioritizes their physical, psychological, and emotional well-being.
- 14.2.4. Ensure that all individuals involved in the development of elite young athletes (coaches, staff, volunteers, etc.) are aware of their responsibilities in safeguarding.

### 14.3. Scope

- 14.3.1. This policy applies to all athletes identified as "talented" or "elite" by British Powerlifting, who are under the age of 18 or an adult at risk. It encompasses all BP-sanctioned activities, including training, competitions, camps, and any other events where these athletes are involved.

### 14.4. Vulnerabilities

- 14.4.1. British Powerlifting acknowledges that talented and elite young powerlifters may be particularly vulnerable to:
  - Over-training and burnout: The pressure to achieve can lead to excessive training, increasing the risk of injuries, exhaustion, and psychological stress.
  - Weight and body image pressures: The demands of the sport, especially in weight class competitions, can create unhealthy attitudes towards weight, diet, and body image, potentially leading to disordered eating.
  - "Win at all costs" mentality: An excessive focus on winning can create a high-pressure environment where athletes

are pushed beyond their limits, potentially leading to physical and emotional harm.

- Intense coach-athlete relationships: The close nature of these relationships can, in some cases, create opportunities for abuse or exploitation if boundaries are not clearly defined and maintained.
- Isolation from support networks: Time spent away from family, friends, and normal social activities can leave young athletes feeling isolated and without their usual support systems.
- Fear of speaking out: Young athletes may be afraid to raise concerns about abuse or mistreatment due to fear of repercussions for their position, selection, or future in the sport.

## 14.5. Safeguarding Measures

14.5.1. British Powerlifting will implement the following measures to safeguard talented and elite young athletes but it is recognised by everyone involved that responsibility for all under 18 years and people in receipt of additional care support lies with the parent/guardian/carer, (see 8.7.1):

- Athlete-centered approach: Prioritize the athlete's well-being in all decisions and actions. Ensure that their physical and emotional needs are considered above performance goals.
- Education and training: Provide mandatory safeguarding training for all coaches, staff, volunteers, and officials involved with young elite athletes, focusing on the specific vulnerabilities outlined in this policy. Also,



provide escalation routes to help provide additional support for individuals or have avenues to report concerns to.

- Healthy culture: Promote a positive and supportive environment that emphasizes healthy training practices, balanced nutrition, and a positive body image. Discourage unhealthy weight management techniques.
- Clear communication: Establish clear and open communication channels between athletes, coaches, parents/carers, and support staff. Encourage athletes to express concerns without fear of reprisal.
- Safeguarding policies and procedures: Maintain robust safeguarding policies and procedures that are regularly reviewed and updated. Ensure that these are easily accessible and understood by all involved.
- Safer recruitment: Implement safer recruitment practices for all individuals working with young athletes, including background checks and reference verification.
- Designated welfare officers: Appoint qualified and accessible welfare officers at both the national and club level to provide support and address safeguarding concerns. These officers are responsible for carrying out periodic welfare checks as part of the normal athlete development pathway.
- Managing pressure and expectations: Provide athletes with support and training to manage pressure and set realistic

expectations. Promote a healthy balance between sport and other aspects of their lives.

- Support through transitions: Offer support to athletes during key transition periods, such as moving into elite programs, dealing with setbacks, and transitioning out of elite sport.
- Weight-making practices: For weight-making sports, implement specific guidelines to ensure healthy and safe weight management practices. Educate athletes and coaches on the risks of rapid weight loss and promote responsible strategies.

## 14.6. Responsibilities

- 14.6.1. British Powerlifting: Is responsible for developing, implementing, and monitoring this policy.
- 14.6.2. Coaches and Staff: Are responsible for creating a safe environment, adhering to safeguarding guidelines, and reporting any concerns.
- 14.6.3. Parents/Carers: Are responsible for supporting their child's well-being, communicating with BP, and raising any concerns.
- 14.6.4. Athletes: Are responsible for understanding their rights, following the code of conduct, and seeking support when needed.

## 14.7. Reporting Concerns

- 14.7.1. Any concerns about the welfare or safety of a young athlete should be reported immediately to the designated welfare officer or another appropriate authority, in accordance with BP's safeguarding procedures.

## 15. Safe sporting events, activities and competitions

- 15.1. <https://thecpsu.org.uk/media/446547/safe-sport-events-activities-competitions-update-nov-2023-1.pdf>
- 15.2.

## 16. Away trips checklist

- 16.1. British Powerlifting recognises that it retains a duty of care to all its athletes and team members while participating in competitions. British Powerlifting will take all reasonable precautions to ensure the health, wellbeing and safety of individuals within its care.
- 16.2. Events which take place away from an athlete or team member's home division, Home Nation or outside the United Kingdom require additional levels of care, attention and support to maintain the safety of all involved.
- 16.3. All members must maintain a level of personal responsibility whilst participating in events, particularly while participating in competitions away from their home division. As a representative of their club, division, Home Nation or of British Powerlifting their actions, behaviour, communications and conduct should reflect that outlined in the Codes of Conduct.
- 16.4. Where a member is under 18 or is an adult at risk, British Powerlifting will normally require a parent/guardian/carer to accompany their child/adult at risk. Whilst British Powerlifting (and the International Powerlifting Federation at international competitions) maintains a duty of care during the competition and associated activities and will take all reasonable precautions to protect individuals in their care, primary responsibility for the child/adult at risk will always remain with the parent/guardian/carer. The parent/guardian/carer should ensure that British Powerlifting are aware of any and all needs for the full involvement of the athlete in the event.

- 16.5. The International Powerlifting Federation has adopted By-Law 14.5.8 regarding the Safeguarding & Accommodation of Sub-Junior Athletes. British Powerlifting fully subscribes to these by-laws and has adopted all elements of them within this section under paragraphs 16.6 - 16.9.
- 16.6. British Powerlifting has established the following **Travel** rules for all members participating in away events:
- 16.6.1. Children, young people and adults at risk must be supervised at all stages of travel. Primary responsibility for supervision rests with the individual's parent/guardian/carer.
- 16.6.2. All individuals travelling to an event in conjunction with British Powerlifting will be required to sign appropriate consent/registration forms. Children and young people under 18 years of age, or those without the capacity to provide consent will be required to have these forms completed on their behalf by a parent/guardian/carer. No individual will be permitted to participate in the event/trip without completing the required forms.
- 16.6.3. British Powerlifting team members should provide communication to parents/guardians carers through established, secure, private methods (e.g. mass email, whatsapp community/announcement group, etc) with event details (e.g. destination/venue address, hotel information, contact details for trip organiser, emergency contact information etc).
- 16.6.4. All individuals travelling as part of a British Powerlifting event/competition, particularly those events outside the United Kingdom, should ensure that they have adequate insurance and medical cover. Individuals are advised to obtain, at a minimum, their UK Global Health Insurance Card (GHIC) and personal travel/medical insurance. The individual is responsible for ensuring that they have adequate coverage for the duration of their trip and for the activities to be undertaken during the trip.
- 16.6.5. All individuals travelling as part of a British Powerlifting event/competition, particularly those events outside the United Kingdom, should ensure that they have adequate personally identifying photographic ID (e.g. passport) that will allow them

entry into the country/venue. The individual bears sole responsibility for ensuring that any identification is current, valid and meets the requirements for entry.

- 16.6.6. All individuals travelling as part of a British Powerlifting event/competition, particularly those events outside the United Kingdom, should ensure that they have adequate required visas, entry permissions, consent forms and country-specific permissions for travel. Whilst British Powerlifting team members may be able to provide general guidance in relation to country-specific requirements, sole responsibility lies with the individual to ensure that they understand the requirements and meet these.

- 16.7. British Powerlifting has established the following **Accommodation** rules for all members participating in away events:

- 16.7.1. All children, young people and adults at risk should have their own bed and should not be sharing with any other individual.
- 16.7.2. All children, young people and adults at risk shall not share accommodation with:
  - (a) An unrelated adult.
  - (b) A coach, team official, or delegation representative.
  - (c) Any adult who is not their parent or legally recognized guardian./
- 16.7.3. Sub-Junior athletes may be accommodated only:
  - (a) With their parent or legal guardian.
  - (b) With another Sub-Junior athlete of the same sex
  - (c) In another arrangement, approved in advance between the British Powerlifting Safeguarding Officer or Designated Safeguarding Lead and the the IPF Safeguarding Officer pursuant to a documented Minor Protection Accommodation Plan
- 16.7.4. Where room sharing is required, it is preferred to have room sharing between related individuals.
- 16.7.5. There should be no lone adult sharing a room with a child, young person or adult at risk unless they are a direct relative or parent/guardian/carer for that individual.

- 16.7.6. Children, young people or adults at risk should avoid lone person accommodation, unless necessary/requested.
- 16.7.7. Mixed gender staffing should be provided where mixed teams exist.
- 16.7.8. At least two adults should help accompany each trip. No individual should be left on their own as the sole supervisor overnight.
- 16.7.9. There should be a clearly designated rota for overnight supervision, so that British Powerlifting team representatives can respond to illness/distress/emergency situations. Any person designated in a position of responsibility on the rota should be in full control of their faculties and should not be in any state of inebriation.
- 16.7.10. Athletes and Team members are strongly encouraged to socialise in public areas, and as part of groups.
- 16.7.11. No child, young person or adult at risk should enter an adult's room unless in case of an emergency/welfare need.
- 16.7.12. No adult should enter a child/young person/adult at risk's room alone unless necessary for welfare/safety. If this is required, two adults should attend.
- 16.7.13. Privacy of all individuals should be respected in washing, changing and toilet facilities.
- 16.7.14. Where feasible, adults in a supervisory role or Team Member support/coaching staff should be in rooms close enough to respond in an emergency.
- 16.8. British Powerlifting has established the following **Medical** rules for all members participating in away events:
  - 16.8.1. All athletes and team members must provide pre-trip medical information, including details on medical conditions, medication required (routine and emergency), dosages and administration instructions, allergies/intolerances and dietary medical needs, GP/consultant information (where relevant), emergency contacts and consent for emergency treatment.
  - 16.8.2. Where an athlete or team member has medical needs, they may be required to provide British Powerlifting with an

individual health/risk plan and assurance that they will be able to self administer, as needed.

- 16.8.3. British Powerlifting team members should not administer medication they are not trained/authorised to give.
- 16.8.4. Medication will be stored, administered and recorded safely and according to WADA Anti-Doping rules.
- 16.8.5. Emergency Medication must remain immediately accessible by the athlete or, in an emergency, British Powerlifting team members or emergency services.
- 16.8.6. Procedures for illness, injury and medical emergencies will be in place and communicated to staff.
- 16.8.7. Significant medical incidents will be recorded and parents/carers informed promptly.
- 16.8.8. Medical information should be accessible to British Powerlifting team members in an emergency, but should otherwise only be shared with those who need access. Whilst safety is prioritised, privacy must be maintained.
- 16.8.9. No individual should be excluded solely because of medical needs, if reasonable adjustments can be made.

16.9. British Powerlifting has established the following **Emergency Response** rules for all members participating in away events:

- 16.9.1. A named individual and deputy should co-ordinate the response in an emergency.
- 16.9.2. Safety of children, young people and adults at risk takes immediate priority in all incidents.
- 16.9.3. Emergency contact information and procedures should be available at all times.
- 16.9.4. British Powerlifting Team Members should be able to identify the individuals participating in the away trip and determine if any individuals are missing. This may include parents/guardians/carers.
- 16.9.5. Serious incidents must be reported, recorded and escalated in line with safeguarding procedures.

- 16.9.6. Parents/carers will be informed promptly of significant emergencies affecting their child/young person/adult at risk.
- 16.9.7. Follow emergency response procedures outlined in the building/venue/location that you are currently in and contact the emergency services, where appropriate.
- 16.9.8. The following general rules apply in an Emergency Response:
- Never leave one adult managing a serious incident alone if others can assist.
  - Never move seriously injured children unless immediate danger requires it.
  - Never delay contacting emergency services when needed.
  - Never allow staff improvise outside agreed emergency procedures.
  - Never prioritise reputation over child safety.

## 17. Review

This policy will be reviewed:

- Annually during its initial development and every three years thereafter.
- In response to changes in legislation or safeguarding guidance.
- Following any significant safeguarding events

## 18. Consequences of Non-Compliance

- 18.1. Failure to comply with safeguarding policies and procedures will result in disciplinary action, which may include dismissal or exclusion from British Powerlifting activities.
- 18.2. As part of non-compliance with this policy, British Powerlifting reserves the right to suspend or exclude any individual from British Powerlifting activities as an interim



measure while any investigation takes place. The safeguarding and welfare of victims is paramount.

18.3. British Powerlifting may refer any breach of this policy or safeguarding concerns raised to any internal committee or any external body, as it sees fit.

18.4. In addition, British Powerlifting also acknowledges and supports that the International Powerlifting Federation may also take additional measures, should non-compliance relate to an international competition. Consequences can include:

- (a) rejection of athlete nominations.
- (b) withdrawal of accreditation/participation;
- (c) suspension of the individual from membership of the IPF
- (d) disciplinary referral to British Powerlifting
- (e) referral to IPF Ethics Commission or IPF Court of Justice, where appropriate.
- (f) other corrective measures as determined by the IPF Executive Committee

## 19. Useful Contacts

- British Powerlifting Safeguarding lead email  
[safeguarding@britishpowerlifting.org](mailto:safeguarding@britishpowerlifting.org)
- If the concern involves the Safeguarding Lead, please contact the British Powerlifting CEO, a member of the Board or the British Powerlifting Disciplinary Committee.  
<https://www.britishpowerlifting.org/contact/>
- NSPCC Helpline: 0808 800 5000

- Childline: 0800 1111, [childline.org.uk](https://www.childline.org.uk)
- CEOP (Child Exploitation and Online Protection Centre): 0870 000 3344

This draft provides a framework for British Powerlifting's safeguarding policy. It is crucial to consult with legal professionals and safeguarding experts to ensure the policy is comprehensive and compliant with all relevant laws and regulations. You can also find more information on the NSPCC and CPSU websites.

## References

1. [Working together to safeguard children 2023](#) from Gov.uk
2. [Putting safeguards in place guidance resource](#) from NSPCC
3. [British Powerlifting Safeguarding policy](#) document 2022

## Annex 1: Incident report form

### Incident reporting form

This form must be completed and submitted within **30 days** of the incident, however, we recommend the reporter beginning this within **72 hours** of the incident to ensure the information is fresh and accurate. Contact British Powerlifting's **Safeguarding lead** in line with your organisation's reporting procedures.

|                            |  |
|----------------------------|--|
| Name of person reported to |  |
| Date reported              |  |

|                      |  |           |  |
|----------------------|--|-----------|--|
| Your information     |  |           |  |
| Name                 |  |           |  |
| Address              |  |           |  |
| Contact number(s)    |  |           |  |
| Email                |  |           |  |
| Name of organisation |  | Your role |  |

|                                             |  |               |  |
|---------------------------------------------|--|---------------|--|
| Personal information – child / young person |  |               |  |
| Name                                        |  | Date of birth |  |

|                                                                            |            |              |                  |                         |                                             |
|----------------------------------------------------------------------------|------------|--------------|------------------|-------------------------|---------------------------------------------|
| Gender <a href="#">[i]</a>                                                 | Male<br>.. | Female<br>.. | Non-binary<br>.. | Prefer not to say<br>.. | Another description<br>(please state)<br>.. |
| Is there any information about the child that would be useful to consider? |            |              |                  |                         |                                             |

| Contact information – parent / carer      |           |                                                       |
|-------------------------------------------|-----------|-------------------------------------------------------|
| Name(s)                                   |           |                                                       |
| Address                                   |           |                                                       |
| Contact number(s)                         |           |                                                       |
| Email                                     |           |                                                       |
| Have they been notified of this incident? | No<br>..  | Please explain why this decision has been taken       |
|                                           | Yes<br>.. | Please give details of what was said / actions agreed |

|                                                                                                                                                                                                                                                                                                                                 |                                                          |                                                                                                             |                                                             |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|--|
| Incident details*                                                                                                                                                                                                                                                                                                               |                                                          |                                                                                                             |                                                             |  |
| Date and time of incident                                                                                                                                                                                                                                                                                                       |                                                          |                                                                                                             |                                                             |  |
| Please tick one:                                                                                                                                                                                                                                                                                                                | <input type="checkbox"/> I am reporting my own concerns. | <input type="checkbox"/> I am responding to concerns raised by someone else – please fill in their details: |                                                             |  |
| Name of person raising concern                                                                                                                                                                                                                                                                                                  |                                                          |                                                                                                             | Role within the sport/activity or relationship to the child |  |
| Contact number(s)                                                                                                                                                                                                                                                                                                               |                                                          |                                                                                                             |                                                             |  |
| Email                                                                                                                                                                                                                                                                                                                           |                                                          |                                                                                                             |                                                             |  |
| <p>Details of the incident or concerns (Include information such as times, dates, description of any injuries and if any other parties were involved, and whether you are recording this incident as fact, opinion or hearsay. Also include any other relevant information known about the family's/child's circumstances.)</p> |                                                          |                                                                                                             |                                                             |  |
| <p>Child's account of the incident</p>                                                                                                                                                                                                                                                                                          |                                                          |                                                                                                             |                                                             |  |

|                                                                                                 |  |                                                             |  |
|-------------------------------------------------------------------------------------------------|--|-------------------------------------------------------------|--|
| Please provide any witness accounts of the incident                                             |  |                                                             |  |
| Name of witness<br>(and date of birth, if a child)                                              |  | Role within the sport/activity or relationship to the child |  |
| Address                                                                                         |  |                                                             |  |
| Contact number(s)                                                                               |  |                                                             |  |
| Email                                                                                           |  |                                                             |  |
| Details of any person involved in this incident or alleged to have caused the incident / injury |  |                                                             |  |
| Name (and date of birth, if a child)                                                            |  | Role within the sport/activity or relationship to the child |  |
| Address                                                                                         |  |                                                             |  |
| Contact number(s)                                                                               |  |                                                             |  |
| Email                                                                                           |  |                                                             |  |
| Please provide details of action taken to date                                                  |  |                                                             |  |

\* Attach a separate sheet if more space is required (e.g. multiple witnesses)

| Incident details (continued)                                                                              |       |                                          |
|-----------------------------------------------------------------------------------------------------------|-------|------------------------------------------|
| Has the incident been reported to any external agencies? (e.g. police, LADO, social services, NSPCC, etc) | ** No | ** Yes – please provide further details: |
| Name of organisation / agency                                                                             |       |                                          |
| Contact person                                                                                            |       |                                          |
| Contact number(s)                                                                                         |       |                                          |
| Email                                                                                                     |       |                                          |
| Agreed action or advice given                                                                             |       |                                          |

| Declaration    |   |
|----------------|---|
| Your signature | û |
| Print name     |   |
| Today's date   |   |

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[\[i\]](#) It is good practice for the question on gender to be optional rather than mandatory. Sometimes, software can restrict options, which will require compromising on this best practice until systems are updated. Any system or software limitations should be openly acknowledged by the organisation so that transgender people know the organisation is aware of the restrictions and is working to resolve it.