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ENGLAND NETBALL

Safeguarding Young People in Netball Policy

Responsible Officer	Compliance Manager
Group Owner	Executive Team
Date Created / Modified	May 2020
Version	1.2
Review Date	May 2022

Applicable for	This policy is mandatory. It applies to Clubs, Regional Management Boards, County Netball Associations, and all volunteers acting in any capacity within netball where a separate policy does not exist.
Summary	This Policy sets out England Netball's approach to fulfilling its commitment to creating and maintaining a safe and enjoyable environment for the young people who take part in the sport of netball. England Netball requires all members, connected participants and staff to abide by this Policy and all relating procedures and practice.

Endorsed by NSPCC

Registered charity Registered charity numbers 216401 and SC037717

Version Control:

Person Responsible	Version and summary of changes	Date
Compliance Manager	Inclusion of 'this policy applies to' paragraph in the Purpose and Scope Section. Inclusion of 'We Believe that', 'We Recognise that', & 'We will seek to keep children and young people safe by' text in the Purpose and Scope Section. Legislation update – to include reference to update Government Legislation, Working Together 2018. Updated contact section	May 2020

CONTENTS

1. Purpose and Scope
2. Definitions
3. Legislative Framework
4. What is abuse?
5. Roles and responsibilities
6. Duty of care
7. Wellbeing
8. Links to support
9. Contact England Netball

PURPOSE AND SCOPE

England Netball considers the safety and wellbeing of young people as central to its values. As a governing body we accept our responsibility for providing guidance and support to all members to ensure that netball is enjoyable and safe.

This Policy sets out England Netball's approach to fulfilling its commitment to creating and maintaining a safe and enjoyable environment for the young people who take part in the sport of netball. England Netball requires all members, connected participants and staff to abide by this Policy and all relating procedures and practice.

This policy applies to all staff and Board members of England Netball. This policy also applies to all players, coaches, volunteers, members, contacted participants and individuals involved in any other role within Netball. This policy is expected to be followed by all; whether at a England Netball organised competition, internationally or a locally organised competition in a region or county; whether part of the National Squad, an academy or playing at a local club.

Everyone has a responsibility for safeguarding the welfare of young people and this is no less the case in netball. Specified people have identified responsibility within the Reporting a Concern process, but they can only act on the information which others provide to them. Understanding how to recognise concerns and how to respond to them, will help make all parts of the Reporting a Concern process more effective.

Some concerns may relate to a young person's general wellbeing, rather than due to them being subject to abuse. England Netball accepts its role in supporting the netball community with offering assistance to these individuals.

Where necessary, England Netball will take Disciplinary Action against any members and connected participants and staff where breach of this Policy, Safeguarding Disciplinary Regulations or the Codes of Conduct and Disciplinary Regulations is alleged.

This Policy operates in conjunction with the legislation governing safeguarding and protecting young people and England Netball works with external partners to ensure best practice is implemented. It is also to be read in conjunction with the Codes of Conduct, Safeguarding Disciplinary Regulations and all other relevant England Netball policies and procedures.

We believe that;

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.

We recognise that;

- The welfare of children is paramount in all the work we do and in all the decisions we take.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.

Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young people safe by;

- Valuing, listening to and respecting them
- Appointing a nominated child protection lead for children and young people, a deputy and a lead trustee/board member for safeguarding
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- Developing and implementing an effective online safety policy and related procedures
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- Sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work and one-to-one discussions
- Making sure that children, young people and their families know where to go for help if they have a concern
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- Using our procedures to manage any allegations against staff and volunteers appropriately
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- Ensuring that we have effective complaints and whistleblowing measures in place

- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- Building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

DEFINITIONS

Child Protection in Sport Unit – The Child Protection in Sport Unit (CPSU) is a partnership between the NSPCC, Sport England, Sport Northern Ireland and Sport Wales. In Scotland there is a similar partnership between Children 1st and sportscotland. The Unit was founded in 2001 to work with UK Sports Councils, National Governing Bodies (NGBs), County Sports Partnerships (CSPs) and other organisations to help them minimise the risk of child abuse during sporting activities.

Disclosure and Barring Service – the government department responsible for processing the criminal record checks to assist in making safer recruitment decisions. The Disclosure and Barring Service replaced the Criminal Records Bureau and the Independent Safeguarding Authority. When a person is banned from working with young people by England Netball, we are obliged to refer this information to the DBS and they will determine inclusion on the barred list.

Lead Child Protection Officer – the person appointed by England Netball to lead on all safeguarding matters, including developing and maintaining safeguarding policies and procedures and advising the netball community on their implementation and application.

Local Authority Designated Officer – person appointed by a local authority to be the point of contact for all safeguarding and child protection issues relating to individuals in a position of trust. They are usually based in the local social services child care team.

Local Safeguarding Children Board – the key statutory body responsible for co-ordinating the relevant agencies' co-operation in safeguarding and promoting the welfare of young people in their local authority area. Created under the Children Act 2004, they comprise local authorities, health, police and other agencies. They provide local inter-agency guidelines for child protection.

National Society for the Prevention of Cruelty to Children - The NSPCC is a charity that specialises in child protection and the prevention of cruelty to young people. It is the only UK young people's charity with statutory powers that enables it to take action to safeguard young people at risk of abuse. The society operates throughout the UK and the Channel Islands.

Position of trust – someone who has a position of power or influence over those under 18. Criminal offences of abuse use this definition.

Wellbeing – a person's state of mental and physical health and resilience

Young person – is defined by England Netball as meaning a person under the age of 18. A child is a person under that age of 18. In this Policy young person will mean anyone under the age of 18.Please refer to the Glossary of Terms for further definitions.

LEGISLATIVE FRAMEWORK

This Policy and the guidance which supports it, complies with legislation and will be updated to reflect any changes in the law. Statutory guidance takes precedence over England Netball Policy and we will always work within the requirements of the National Safeguarding Children Board and the police.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect Children in England the relevant legislation includes:-

- Working Together to Safeguard Children 2018
- The Children Acts 1989
- The Children Acts 2004
- Children and Social Work Act 2017
- General Data Protection Regulation (GDPR) 2018
- The Safeguarding Vulnerable Groups Act 2006.
- Human Rights Act 1989
- Protection of Children Act 1999
- Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act 2006

WHAT IS ABUSE?

Abuse is a term used to describe the ways in which young people may be harmed by others.

It can happen inside and outside the home, but wherever it happens, everyone has a responsibility to act to protect the child from harm. Abuse results in harm to young people's physical, mental or emotional health and/or development.

It can be committed by an adult or another child/young person, and be by way of an act or a failure to act.

Familiarising yourself with the forms of abuse, and thinking about whether what you see and hear may be a sign that there are causes for concern which fall into one or more of these categories, or that of wellbeing, will help you to an make assessment of when you need to report your concerns. Click here for information on Recognising Signs of Abuse and on how to Report a Concern

If you have any concerns of abuse, report them. Specially trained people will determine support and action required. In the world of sport, there are numerous occasions when abuse may occur, intentionally or unintentionally. Some concerns may fall within the umbrella term "poor practice",

and this is a safeguarding concern, but not a form of abuse, and may be most appropriately dealt with at the local level, with support from the Lead Child Protection Officer.

ROLES AND RESPONSIBILITIES

England Netball fulfils its safeguarding responsibilities by providing advice and guidance to all those in netball and by working in partnership with members, connected participants, staff and external agencies, including statutory authorities.

England Netball has an appointed Lead Child Protection Officer, who is responsible for formulating the organisation's approach to safeguarding; developing the work programme to implement this Policy; providing advice, guidance and resources to the sport of netball to ensure a consistent level of awareness of safeguarding and who is the point of contact for all concerns to be raised with and to liaise with the statutory agencies and other partners.

England Netball has a Case Management Group (CMG) tasked with setting the strategic direction of the organisation's safeguarding work; overseeing the work of the Lead Child Protection Officer; identifying trends in concerns reported and agreeing organisational responses to issues. Investigation of the more complex cases will be overseen by this group and they have a key role in the conduct of Safeguarding Disciplinary Cases.

This Group is Chaired by a Board member and has the input of an external/independent expert member.

Regional Management Boards promote and educate on safeguarding practice in their Region. Through their Regional Implementation Plans they commit to working with England Netball to provide safeguarding training throughout their Region, particularly Time to Listen and Safeguarding and Protecting Children courses.

Clubs are responsible for ensuring the environment in which young people engage in netball is a safe one which provides them with a fun experience. Clubs must appoint a Club Safeguarding Officer and provide them with the support and resources necessary to fulfil their role. They must ensure that all those who carry out regulated activity have had the necessary, current DBS checks and are cleared to work with young people.

Click here for DBS Guidance.

DUTY OF CARE

England Netball accepts its duty of care for the young people in the sport of netball and welcomes the Duty of Care in Sport Review (2017). This means we will take reasonable measures to ensure that their participation in activities, which they are invited or permitted to participate in, is safe and enjoyable.

Clubs have a responsibility to take all reasonable care for the safety of the young people involved with their event. The person in charge of the young people acts *"in loco parentis"* and is expected to act as a reasonably prudent parent would.

They need to consider the reasonable steps which should be taken to show you have acted to a reasonable standard of care. This should include:

- Adopting the policies and procedures of England Netball in to the club constitution;
- Ensuring that every member of the club and their parent/carer is informed who the Club Safeguarding Officer is;
- Familiarisation with the Safeguarding Young People in Netball Policy;
- Ensuring relevant training is provided and kept up to date for Club Safeguarding Officers, coaches and the members of your club; and
- Ensuring everyone knows how to use the Reporting a Concern process

There should also be:-

- A current register of attendees;
- A current register of contact details, including emergency contacts;
- Confidentiality retained details on any medical conditions, allergies, special needs etc
- First aid provision available at all times, at the club and when off site, and a trained First Aider in attendance;
- Appropriate personnel in place, appointed in accordance with the Recruitment and Selection of Volunteers policy
- Current risk assessments for the premises and activities carried out.

Clubs should ensure that the young people in their care only take part in authorised and insured activities with suitably qualified instructors/coaches.

Coaches have a duty of care to ensure that the activities they organise are appropriate to the capabilities of each young person in their care. They should adhere to the standards set for them by the qualifications they have achieved and not seek to operate at a level which is beyond their current qualification. For example, a Level 1 coach taking a session unsupervised by a Level 2 coach.

WELLBEING

Many concerns about the welfare of young people are about their general health and happiness, their wellbeing, rather than about issues of potential abuse. The evidence our safeguarding case management process shows is that these issues are significantly more frequent than concerns about abuse. England Netball believes that sport offers many positives in the lives of its young participants and that caring about the welfare of young people is part of the safeguarding duty which we all have. People in positions of trust can be a great influence in the lives of young people and so have the potential to notice changes, be available to talk to and to offer advice.

Young people may manifest signs of behaviour which cause you concern. We recognise that not all issues will be picked up by Children's Services as they do not meet their threshold of 'significant risk of harm' and that local support may be the most effective way of helping the young person. We can assist with identifying and supporting the young person by raising levels of awareness and acting as a sign posting service to resources and organisations which provide support for parent's/carers or for the young people directly. Click here for information on Wellbeing.

LINKS TO SUPPORT

Links to support

For victims, reporters, friend and family:-

- ChildLine – for young people to access help
- The NSPCC– for adults to access help or report a concern
- The CPSU – Dealing with a concern
- Young Minds - young people's wellbeing and mental health
- Club Safeguarding Officers (CSOs)
- MOSAC: providing a safe place for parents and carers
- Lucy Faithful Foundation: the only UK-wide child protection charity dedicated solely to reducing the risk of young people being sexually abused: Tel: 0808 1000 900, Email: help@stopitnow.org.uk
- Child and Adolescent Mental Health Services (CAMHS) are NHS funded services for young people in the mental health arena in the UK
- Bullying UK - bullying in Sport – support/what to do

Concerns which are not of potential abuse but are about the young person's wellbeing, should also be addressed and the Wellbeing pages of our website provide further guidance and contacts which may be helpful to you and the young person.

CONTACT ENGLAND NETBALL

Report a concern via besafe@englandnetball.co.uk . Urgent cases should be referred to the Police and emergency services by calling 999.

NSPCC are available 24 hours a day, 365 days a year on 0808 800 5000