



Safeguarding and Protecting Young People in Netball Policy

Applicable to:	England Netball Staff and Volunteers in Netball in England
Date of Origination:	December 2006
Lead Officer:	Equity and Welfare Manager
Effective From:	March 2007
Status:	CURRENT
For Review (Annually):	March 2008

This policy will be supported by an implementation plan and relevant support from England Netball.

England Netball

Safeguarding and Protecting Young People in Netball Policy

1. Rationale

England Netball is required as part of its statutory responsibility to comply with relevant legislation for safeguarding and protecting young people in general.

England Netball is committed to creating and maintaining a safe and positive environment for all young people to play netball. It accepts its responsibility to safeguard the welfare of all young people and protect them from poor practice, abuse and bullying.

England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures apply to all individuals involved, paid or in a voluntary capacity. Everyone has a responsibility.

2. Principles

2.1 Anyone under the age of 18 will be considered a child or young person in relation to Safeguarding and Protecting Young People in Netball Policy and Procedures.

(Young People will mean children and young people throughout all Safeguarding and Protecting Young People in Netball policies, procedures and documentation).

2.2 The safety and welfare of young people is paramount.

2.3 England Netball Safeguarding and Protecting Young People in Netball Policy is mandatory. The rollout of the policy will be supported through a clearly defined implementation plan.

2.4 All young people, regardless of age, ability, gender, race, religion, ethnic origin, social status or sexual orientation have the right to be protected from abuse.

2.5 The rights, dignity and worth of all young people should always be respected.

2.6 All allegations will be taken seriously and responded to quickly in line with England Netball Policy and Procedures.

2.7 It is the responsibility of safeguarding and child protection experts to determine whether or not abuse has taken place but it is everyone's responsibility in Netball to act appropriately and report concerns.

2.8 England Netball recognises the role and responsibilities of the statutory agencies safeguarding children and young people and is

committed to complying with the procedures of the Local Safeguarding Children Boards¹.

2.9 Working in partnership with parents and carers is essential for the Safeguarding and protection of young people.

3. Guidance and Legislation

3.1 The practices and procedures within this policy and documentation are based on the principles contained within UK and International legislation and Government Guidance and have been designed to complement Local Safeguarding Children Boards procedures and take the following into consideration.

3.1.1 The Children Act 1989 and 2004.

3.1.2 The Protection of Children Act 1999.

3.1.2 The Police Act.

3.1.3 Criminal Justice and Court Services Act 2000.

3.1.4 The Data Protection Act 1994 and 1998.

3.1.5 "Caring for the Young and Vulnerable" - Home Office guidance for preventing the Abuse of Trust 1999.

3.1.6 'What to do if you are worried a child is being abused' - DOH 2003.

3.1.7 Working Together to Safeguard Children – 2006.

3.1.8 The UN Convention on the Rights of the Child.

3.1.9 Human Rights Act 1998.

4. Roles and Responsibilities

4.1 England Netball must:

4.1.1 Appoint a designated person to manage Welfare and Child Protection.

4.1.2 Produce a national Safeguarding and Protecting Young People in Netball Policy and Procedures.

4.1.3 Produce guidance and resources to support the Safeguarding and Protecting Young People in Netball Policy and Procedure.

4.1.4 Manage and respond to concerns and disclosures.

4.1.5 Work in partnership with the statutory agencies where applicable

4.1.6 Form a disciplinary panel as required.

4.1.7 Act upon and communicate the outcome of any disciplinary hearing.

¹Local Safeguarding Children's Boards are the key statutory mechanism for agreeing how the relevant organisations in each local area will co-operate to safeguard and promote the welfare of children in the locality. The core membership of LSCBs is set out in the Children Act 2004, and includes local authorities, health bodies, the police and others. The objective of LSCBs is to coordinate and to ensure the effectiveness of their member agencies in safeguarding and promoting the welfare of children'

4.2 England Netball Regions must:

- 4.2.1 Appoint a Regional Welfare Officer (in line with the volunteer role description and the recruitment process set down by England Netball).
- 4.2.2 Ensure that the region adopts England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures.
- 4.2.3 Ensure that all clubs within the region adopt England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures.
- 4.2.4 Support Club Welfare Officers to fulfil their role and responsibility.
- 4.2.5 Fulfil their role with the management of CRB disclosures.
- 4.2.6 Ensure that all reported cases are managed in line with England Netball Policy and Procedures.
- 4.2.7 Monitoring of clubs as agreed in the implementation plan.

4.3 Affiliated Clubs Must:

- 4.3.1 Appoint a Club Welfare Officer in line with the England Netball Recruitment Guidelines and Volunteer Role Description.
- 4.3.2 Adopt and implement the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures and Guidelines.
- 4.3.3 Ensure that all committee members and club members are aware of their responsibility in Safeguarding and Protecting Young People in Netball.
- 4.3.4 Support their members through accessing education and training opportunities in relation to the Safeguarding and Protecting Young People in Netball.
- 4.4.5 Work in partnership with parents/carers and young people within the club.
- 4.3.5 Implement a policy of Best Practice (*see relevant guidelines*)
- 4.3.6 Ensure that all relevant members who have regular supervisory contact with young people or a management responsibility for those working with young people undertake an Enhanced CRB disclosure.

5. Prohibited Practice

5.1 Coaches, volunteers, umpires or managers must never:

- 5.1.1 Spend time alone with young people away from others.
- 5.1.2 Take young people to your home where they will be alone with you.
- 5.1.3 Invite or allow young people to stay with you at your home.
- 5.1.4 Transport young people in your car alone.
- 5.1.5 Transport children if you are an unregistered driver (*see relevant guidelines*).

- 5.1.6 If it should arise that such situations are unavoidable they should only take place with the full knowledge and consent of someone in charge in the club/governing body and/or a person with parental responsibility for the young person. In exceptional circumstances where a coach, manager or volunteer cannot obtain the consent of the someone in charge in the Club/governing body and/or person with parental responsibility for the young person then if it is in the welfare interest of the young person, preceding paragraph does not have to be followed. If this occurs the adult must record the occurrence with the club/governing body CWO/Equity and Welfare Manager.
- 5.1.7 Engage in rough, physical or sexually provocative games with young people.
- 5.1.8 Share a room with a young person unless the individual is the parent/guardian.
- 5.1.9 Allow or engage in any form of inappropriate physical touching or sexual contact or behaviour.
- 5.1.10 Use or allow young people to use inappropriate language unchallenged.
- 5.1.11 Make sexually suggestive comments to a young person, even in fun.
- 5.1.12 Allow allegations made by a young person to go unchallenged, unrecorded or not acted upon.
- 5.1.13 Do things of a personal nature for young people that they can do for themselves, unless you have been requested to do so by the parents/carers. (It is recognised that some young people will always need help with things such as lace tying and it is also recognised that this does not preclude anyone attending to an injured/ill young person or rendering first aid).
- 5.1.14 Depart the netball club or agreed rendez-vous point until the safe dispersal of all young people is complete.
- 5.1.15 Cause an individual to lose self esteem by embarrassing, humiliating or undermining the individual.
- 5.1.16 Treat some young people more favourably than others
- 5.1.17 Agree to meet a young person on their own on a one to one basis.

6 Criminal records Bureau (CRB)

6.1 All adults who have “regular supervisory contact with young people” must complete their CRB Enhanced Disclosure Application Form within 8 weeks of their appointment. The adults must be supervised with young people at all times whilst the club waits for the outcome of this disclosure. These adults will include:

- 6.1.1 Professional Staff.
- 6.1.2 All coaches/assistant coaches.
- 6.1.3 Team Managers.
- 6.1.4 Officials.

- 6.1.5 Welfare Officers.
- 6.1.6 Physiotherapists/Fitness staff / Other support staff such as Doctors.
- 6.1.7 Netball administrators.
- 6.1.8 Anyone assisting or supporting at any event.

- 6.2 CRB disclosures must be conducted through England Netball who have jurisdiction to deal with any matter arising from any such disclosure.

7. Whistleblowing

- 7.1 Whistle-blowing is an early warning system. It is about revealing and raising concerns over misconduct or malpractice within an organisation or within an independent structure associated with it.
- 7.2 If there is a concern with regard to the behaviour of an adult towards a young person or young person to young person, it is important that you share your concerns with the England Netball Equity and Welfare Manager.
- 7.3 All information received and discussed will be treated in confidence and only shared with those individuals who will be able to manage and resolve the situation. On occasion it may be necessary to seek advice, or inform the statutory agencies e.g. The Police or Children's Services (formerly Social Services).
- 7.4 All concerns will be taken seriously and managed accordingly within the Safeguarding and Protecting Young People in Netball Policy and Procedures.

8. Positions of Trust

- 8.1 All adults who work with children/young people are in a position of trust which has been invested in them by the parents, the sport and the child/ young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position.
Sexual intercourse or touching by an adult with a child under the age of 16 years is unlawful, even where there is apparent consent from the child. A consensual sexual relationship between an adult in a position of trust within the netball setting and a child over 16 years of age is contrary to the Policy and Procedures for Safeguarding and Protecting Young People in Netball.
- 8.2 In the sport of netball most adults in a position of trust recognise that there are certain boundaries between the coach/official/volunteer and the player which must not be crossed in terms of the relationship with the young player. The relationship, in essence, is no different to that between a teacher and the young people in their care, in relation to the abuse of trust.

- 8.3 Adults must not encourage a physical or emotionally dependant relationship to develop between the person in a position of trust and the young person in their care.
- 8.4 All those within the organisation have a duty to raise concerns about the behaviour of coaches, umpires, volunteers, administrators and professional staff which may be harmful to the child/children, young people in their care, without prejudice to their own position.

9. Getting Help

- 9.1 Further information or advice relating to this policy is available from the Equity and Welfare Manager of England Netball.
- 9.2 Copies of related policies are available on the website www.englandnetball.co.uk or from your regional office or England Netball Head Office (Netball House, 9 Paynes Park, Hitchin, Hertfordshire SG5 1EH).

10. Implementation

The implementation of this policy is mandatory and will be supported by an appropriate time-phased Implementation Plan to ensure compliance and effective delivery.