

NORTHWICH SAPPHIRES NC SAFEGUARDING YOUNG PEOPLE POLICY

Summary

This Policy sets out Northwich Sapphires NC's commitment to creating and maintaining a safe and enjoyable environment for the young people who take part in the club activities. Northwich Sapphires NC requires all members, parents/carers, volunteers and connected participants to abide by this policy.

Northwich Sapphires NC considers the safety and wellbeing of young people as central to its values. The club accepts the responsibility for providing guidance and support to all members, ensuring that netball is enjoyable and safe.

Everyone has a responsibility for the safeguarding the welfare of young people. Some concerns may relate to a young person's general wellbeing, rather than due to them being subject to abuse. This policy operates in conjunction with the legislation governing safeguarding and protecting young people.

We believe that;

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

We recognise that;

- The welfare of young people is paramount in all the work we do and decisions that we take.
- All young people have an equal right to protection from all types of harm or abuse, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.
- Some children are particularly vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with 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, respecting and listening to them.
- Appointing a Northwich Sapphires NC Safeguarding Officer.
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for club members, parents/ carers, volunteers and connected participants.
- Providing effective management for volunteers through supervision, support, training and quality assurance measures so that everyone knows about and follows our policies, procedures and behaviour codes confidently and competently.
- Recruiting, screening and training volunteers ensuring all necessary checks are made.
- Recording, storing and using information in line with data protection legislation and guidance.

- Sharing information about safeguarding and good practice with young people and their families via club communication channels.
- Making sure that young people and their families know where to go for help if they have a concern.
- Treating all participants with respect, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving young people, parents, families and carers appropriately. UK GDPR (UK General Data Protection Regulation) does not prevent the sharing of information for the purpose of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare of, or protect the safety of young people.
- Ensuring that we have an effective concerns or complaints procedure and that we use such procedures to manage any allegations 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 might arise.
- Ensuring that we provide a safe physical environment for our players, volunteers and connected participants, by applying health and safety measures in accordance with the law and regulatory guidance.

Definitions

Safeguarding – Protecting young people from abuse and maltreatment, preventing harm to their health or development, ensuring they grow up with the provision of safe and effective care and taking action to enable all young people to have the best outcomes.

DBS (Disclosure and Barring Service) – the government department responsible for processing the criminal record checks to assist in making safer recruitment decisions.

Club Safeguarding Officer – the person appointed by Northwich Sapphires NC to lead on all safeguarding matters, including developing and maintaining safeguarding policies and procedures and advising the club on their implementation and application.

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. In this Policy young person will mean anyone under the age of 18.

Legislative Framework

This Policy and the guidance which supports it, complies with legislation and will be updated to reflect any changes in the law. The relevant legislation includes:-

- Working Together to Safeguard Children 2018
- The Children Acts 1989
- The Children Acts 2004
- Children and Social Work Act 2017
- Data Protection Act 2018 and UK General Data Protection Regulation (UK GDPR)
- 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. The four recognised types of abuse are;

Physical E.g. intentional harm, hitting, slapping, kicking, shaking, poisoning, burning, drowning

Neglect E.g. denied food, education, nurture, stimulation, medication

Sexual E.g. sexual touching, sexual activity, making child perform acts on another (inc. none contact)

Emotional E.g. humiliating, criticising threatening, blaming, gaslighting, ignoring, not showing emotion.

Bullying is also a type of abuse which can involve both physical and emotional abuse.

Abuse can happen inside and outside the home, but wherever it happens, everyone has a responsibility to act to protect the young person 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 young person, and be an intentional act or a failure to act.

Roles and Responsibilities

Safeguarding is everyone's responsibility and if you have any safeguarding concerns you should report them to the club Safeguarding Officer.

In the world of sport, there are numerous occasions when abuse may occur, intentionally or unintentionally. Some concerns may fall under the umbrella term "poor practice". This is still a safeguarding concern, but not necessarily abuse.

Duty of Care

Northwich Sapphires accepts its duty of care for the young people involved in the club's activities. This means that the club will take reasonable measures to ensure that any club activity is safe and enjoyable. The person in charge of the activity acts "*in loco parentis*" and is expected to act as a reasonably prudent parent would. They need to consider the steps which should be taken to show they have provided a reasonable standard of care. This should include:

- Ensuring that every member of the club and their parent/carer is aware of who the Club Safeguarding Officer is and that they are familiar with the Safeguarding Young People in Netball Policy.
- Ensuring relevant and up to date training is provided for the Club Safeguarding Officer, coaches and members of the club.
- Ensuring everyone knows how to use the Reporting a Concern process
- Maintaining an attendance register for each session
- Maintaining a current register of contact details, including emergency contacts.
- Retaining confidential records of any medical conditions, allergies, special needs etc for all individuals.
- Providing First Aid resources at all times, both at the club and when off site, and a trained First Aider in attendance.
- Appointing appropriate personnel in accordance with the club Recruitment and Selection policy.
- Carrying out of regular risk assessments for the premises and activities carried out.
- Ensuring that players only take part in authorised and insured activities with suitably qualified coaches.
- Understanding that 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, rather than about issues of potential abuse. These issues appear to be significantly more frequent than concerns about abuse. Sport offers many positives in the lives of its young participants and 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, have the potential to notice changes, be available to talk to and to offer advice.

Young people may manifest signs of behaviour which may be a cause for concern. Club support may be an effective way of helping the young person. The club 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 parents/carers or for the young people directly.

Breach of Policy

Any breach of the Safeguarding Young People Policy is not acceptable. All complaints will be taken seriously and disciplinary action will be taken if it is judged that behaviour has been contrary to this policy.

Links to support

For victims, reporters, friend and family:

- Club Safeguarding Officer
- 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
- 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

Organisations which provide information and help

- Disclosure and Barring Service
- Local Safeguarding Children Board
- National Society for the Prevention of Cruelty to Children (NSPCC)