



Policy Name:	Safeguarding & Protecting Young People in Netball Policy
Date of Origination	December 2006
Effective From	September 2011
Applicable to	England Netball Volunteer Workforce
Lead Officer & Department	Lead Child Protection Officer/Safeguarding
Status	Current & Valid
Review	In 2 Years – 2013 (<i>this policy document is valid during the review period</i>).
Policy Reference No	001/61

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.

It is vital that it is recognised that some children and young people may be more vulnerable than others of a similar age and that some regrettably may encounter extra barriers due to their race, gender, age, religion, disability, sexual orientation, social background and culture. 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 all 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, complaints of poor practice and alleged breaches of England Netball Codes of Conduct will be taken seriously and responded to quickly in line with the 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, carers and the young people themselves 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 Justices 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.

'Local 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'
 April 2011

- 3.1.7 Working Together to Safeguard Children 2010.
- 3.1.8 The UN Convention on the Rights of the Child.
- 3.1.9 Human Rights Act 1998.
- 3.1.10 Safeguarding Vulnerable Groups Act 2006.

4. Roles and Responsibilities

4.1 England Netball must:

- 4.1.1 Appoint a designated person to manage safeguarding 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 Procedures.
- 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.

4.2 England Netball Regions are requested to:

- 4.2.1 Adopt and positively promote the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures.
- 4.2.2 Encourage their county associations to adopt and positively promote the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures.
- 4.2.3 Support all clubs within the region to adopt and positively promote the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures.
- 4.2.4 Fulfil their role with the management of CRB disclosures for key roles in netball.
- 4.2.5 Ensure that all cases are reported to the England Netball Lead Child Protection Officer.
- 4.2.6 Support clubs as agreed in the implementation plan with the guidance of England Netball

4.3 England Netball Counties and Leagues are requested to:

- 4.3.1 Adopt and positively promote the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures
- 4.3.2 Ensure that all cases are reported to the England Netball Lead Child Protection Officer

4.4 Affiliated Clubs Must:

- 4.4.1 Appoint a Club Safeguarding Officer in line with the England Netball Recruitment Guidelines and Volunteer Role Description.
- 4.4.2 Adopt and implement the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures and Guidelines.
- 4.4.3 Ensure that all committee members and club members are aware of their responsibility in Safeguarding and Protecting Young People in Netball.
- 4.4.4 Support their members through accessing education and training opportunities in relation to the Safeguarding and Protecting Young People in Netball Policy.
- 4.4.5 Work in partnership with parents/carers and young people within the club.
- 4.4.6 Implement a policy of Best Practice (*see Be Safe guidelines*)
- 4.4.7 Ensure that all relevant members who have regular supervisory contact with young people are safely recruited according to EN guidelines which includes the completion of an Enhanced CRB disclosure with England Netball.

5. Prohibited Practice and consequences of inappropriate action

- 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 *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/England Netball 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 someone in charge in the Club/ England Netball 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/ England Netball CSO/EN Lead Child Protection Officer*
 - 5.1.6 Engage in rough, physical or sexually provocative games with young people.

- 5.1.7 Share a room with a young person unless the individual is the parent/guardian.
- 5.1.8 Allow or engage in any form of inappropriate physical touching or sexual contact or behaviour.
- 5.1.9 Use or allow young people to use inappropriate language unchallenged.
- 5.1.10 Make sexually suggestive comments to a young person, even in fun.
- 5.1.11 Allow allegations made by a young person to go unchallenged, unrecorded or not acted upon.
- 5.1.12 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/carer.
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.
- 5.1.13 Depart the netball club or agreed rendez-vous point until the safe dispersal of all young people is complete.
- 5.1.14 Cause an individual to lose self esteem by embarrassing, humiliating or undermining the individual.
- 5.1.15 Treat some young people more favourably than others
- 5.1.16 Agree to meet a young person on their own on a one to one basis.

5.2 All adults working with young people must follow the good practice guidelines 'Be Safe' made available by England Netball, this includes the positive communication guidance 'Good Practice Guide to Electronic Communication with young people'

5.3 England Netball is committed to directly challenging any conduct within netball that is or may be harmful to young people. It may instigate proceedings under the Safeguarding Policy where concerns or complaints are raised by sources internal or external to netball relating to the safety and welfare of young people. England Netball will take action against any person or organisation within its jurisdiction whose conduct is found to have harmed or poses a risk of harm to young people in netball.

6 Criminal Records Bureau (CRB)

6.1 All adults who have regular supervisory contact with young people and/ or are in regulated activity* 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. This may include the following roles:

- 6.1.1 All coaches/assistant coaches
- 6.1.2 Junior League Umpires.
- 6.1.3 Team Managers
- 6.1.4 Some officials and event staff.
- 6.1.5 Safeguarding Officers at any level
- 6.1.6 Physiotherapists / Fitness staff / doctors.

N.B at the time of writing the definition of Regulated Activity is being reviewed, all current information regarding eligibility for CRB checks is available on the England Netball website.

- 6.2 CRB disclosures must be conducted through England Netball who have jurisdiction to deal with any matter arising from any such disclosure.
- 6.3 Advice on who is eligible for an Enhanced CRB disclosure is available via the EN website.

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 Lead Child Protection Officer and / or Club Safeguarding Officer.
- 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 Lead Child Protection Officer of England Netball.
- 9.2 Copies of related policies and supporting information is 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.