



England Squash Safeguarding and Protecting Young People in Squash Policy

Applicable to: England Squash Staff and Volunteers

Approved by the Board of Directors on:

Reason: Update

Review Date:

Lead Officer: Workforce Development Manager

Status: Live

England Squash Safeguarding and Protecting Young People in Squash

Rationale

England Squash is committed to creating and maintaining the safest possible environment for children and young people to participate in squash¹ and recognises its responsibility to safeguard their welfare by protecting them from poor practice, abuse or bullying. England Squash believe that the welfare of children and young people is everyone's responsibility.

The policy and procedures of England Squash apply to everyone, whether in a paid or voluntary capacity, including coaches, volunteers, paid staff in clubs and counties, markers and referees, helpers on club and county trips and medical staff. Everyone has a responsibility. (SRA Bye Law)

Principles

- Anyone under the age of 18 will be considered a child or young person in relation to the Safeguarding and Protecting Young People² in Squash Policy and Procedures
- The welfare of the child or young person is the first consideration
- All children and young people, regardless of age, ability, gender, ethnic origin, religious belief, race or sexual identity have a right to protection from abuse
- The rights, dignity and worth of all young people should always be respected
- All staff and members of England Squash have a responsibility to adhere to the England Squash Safeguarding and Protecting Young People in Squash policies and procedures and failure to comply may lead to disciplinary action
- All concerns will be taken seriously and managed accordingly within the Safeguarding and Protecting Young People in Squash Policies and Procedures
- All allegations will be taken seriously and responded to quickly and fairly in line with England Squash Policy and Procedures
- 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 Squash to act appropriately and report concerns
- England Squash 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 Boards³
- Working in partnership with parents and carers is essential for the safeguarding and protection of young people
- Confidentiality should be upheld in line with legislation and government guidance

¹ Squash will mean squash and racketball throughout all Safeguarding and Protecting Young People in Squash policies, procedures and documentation

² Young People will mean children and young people throughout all Safeguarding and Protecting Young People in Squash policies, procedures and documentation

³ 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

Government Guidance and Legislation

The England Squash Safeguarding Policy and Procedures are based upon principles contained within U.K. and international legislation and government guidance. This section gives an overview of relevant legislation and guidance. England Squash has a legal and moral obligation and responsibility to contribute to making Squash a safe and child-friendly sport, our policies and procedures take into account the following:

- Every Child Matters 2003
- The Children Acts 1989 and 2004
- The Protection of Children Act 1999
- The Police Act 1997
- The Criminal Justice and Court Services Act 2000
- The Data Protection Act 1998
- “Caring for the young and vulnerable” - Home Office guidance for preventing the abuse of trust 1999
- The ‘What to do if you are worried a child is being abused’ - Department of Health 2006
- Working Together to Safeguard Children - HM Government 2013
- The United Nations Convention on the Rights of the Child - 1990
- The Human Rights Act 1998
- The Safeguarding Vulnerable Adults Act 2006
- Equality Act 2010
- The Protection of Freedoms Act 2012

Responsibilities

England Squash will:

- Appoint a designated person to manage Safeguarding and Child Protection
- Produce Safeguarding and Protecting Young People in Squash policies, procedures and guidelines
- A clear commitment by senior management to the importance of safeguarding and promoting children’s welfare
- A clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children and young people
- Support counties and clubs to adopt and implement England Squash Safeguarding and Protecting Young People in Squash Policies, Procedures and Guidelines through training and ongoing development
- A Case Management Group that effectively deals with issues, manages concerns and refers to a disciplinary panel where necessary
- Respond to all allegations and concerns and implement the appropriate disciplinary and appeals procedures when necessary
- Work in partnership with the statutory agencies as required
- Provide access to the DBS service for members and staff to be checked
- Arrangements to ensure that all staff undertake appropriate training to equip them to carry out their responsibilities effectively, and keep this up to date by refresher training at regular intervals; and that all staff, including temporary staff and volunteers who work with children, are made aware of England Squash’s arrangements for safeguarding and promoting the welfare of children and their responsibilities for that
- Monitor policy and procedures on a regular basis and review fully on a three year cycle, unless:
 - There is a major change in legislation and government guidance
 - There is major changes in governance of the sport
 - There is a procedural review as a result of a major case

Counties and Clubs will:

- Adhere to England Squash Safeguarding and Protecting Young People in Squash & Racketball Policy, Procedures and Guidelines (SRA Bye Law)
- Take responsibility for safeguarding children within their county/club

- Include the England Squash Safeguarding and Protecting Young People in Squash & Racketball Policy Statement in their rules and regulations
- Appoint a Child Welfare Officer and ensure they are appropriately recruited, inducted, supported and DBS checked
- Access training to ensure that all members know their responsibility in relation to safeguarding young people in squash
- Ensure that all concerns and reported cases are managed in line with England Squash policy and procedures, this includes reporting to county or national level as appropriate

Recruitment

England Squash is working towards full implementation of its recruitment and selection policy for staff and volunteers.

The policy covers the following main areas:

- Advertising
- Application
- Screening and Checking
- Interview
- Induction
- Training
- Monitoring

Further details of the policy and guidelines will be updated and available through the England Squash website.

The Disclosure & Barring Service (DBS)

The Disclosure and Barring Service (previously Criminal Records Bureau - CRB) enables England Squash affiliated organisations to make more informed recruitment decisions for vacant positions. All individuals wishing to work with children or adults at risk are required to undertake an Enhanced DBS Disclosure

Via guidance provided by the DBS, positions eligible for Enhanced Disclosure checks includes any position which otherwise involves regularly caring for, training, supervising or being solely in charge of children. Adults requiring a check may include:

- Coaches
- Team Managers
- Club/County Welfare Officers
- Chaperone
- Support staff including physiotherapists, fitness staff or doctors

DBS checks must be conducted through England Squash DBS Unit, who have jurisdiction to manage any matter arising from a disclosure.

Further details relating to England Squash DBS are available through the England Squash website

Whistle-blowing

England Squash has a separate policy on whistle-blowing and can be found along with all other related policies and procedures on the England Squash website.

Positions of Trust

All adults who work with children/young people are in a position of trust that 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 Squash setting and a child over 16 years of age is contrary to the Policy and Procedures for Safeguarding and Protecting Young People in Squash.

In the sport of Squash 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.

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.

All those within the organisation have a duty to raise concerns about the behaviour of coaches, referees, volunteers, administrators and professional staff which may be harmful to the child/children, young people in their care, without prejudice to their own position.

Practice never to be sanctioned

Best practice with young people must be observed by all adults working with young people in both a paid and voluntary capacity, the following practice must be avoided:

- Spending time alone with young people away from others, but accept that in our sport this isn't always possible
- Taking young people to your home where they will be alone with you
- Inviting or allowing young people to stay with you at your home
- Transporting young people in your car alone
- Engaging in rough, physical or sexually provocative games with young people
- Sharing a room with a young person
- Allowing or engaging in any form of inappropriate physical touching or sexual contact or behaviour
- Using or allowing young people to use inappropriate language unchallenged
- Making sexually suggestive comments to a young person, even in fun
- Allowing allegations made by a young person to go unchallenged, unrecorded or not acted upon
- Doing things of a personal nature for young people that they can do for themselves, unless you have been requested to do so by 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)
- Departing from the squash club or agreed rendezvous point before the safe dispersal of all young people is complete
- Causing an individual to lose self-esteem by embarrassing, humiliating or undermining the individual
- Treating some young people more favourably than others
- Creating a dependent relationship between yourself and a young person, appropriate boundaries must be maintained
- This list is not exhaustive

Relevant Conduct/Convictions

It shall be a ground for action to be taken under this policy and the child protection disciplinary procedures where an organisation/person over whom

England Squash has jurisdiction is found to have harmed the safety and/or welfare of a young person or young people in squash, or whose conduct (whether in squash or not) is deemed to pose an actual or potential risk of harm to the safety and/or welfare of a young person or young people in squash.

In reaching a decision as to whether there are grounds for action, account will be taken of any failure to comply with England Squash Safeguarding and Protecting Young People Policy including England Squash's reporting procedures; and England Squash's Codes Conduct.

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.

Further Information

This Safeguarding and Protecting Young People in Squash Policy gives an overview of both England Squash and its members approach and responsibility to safeguarding children.

For more information and guidance please visit the England Squash website at www.englandsquash.com or contact England Squash on Tel: 0161 231 4499
Email: safesquash@englandsquash.com