



Totally Netball

Safeguarding Children Policy

Senyad Limited T/A Totally Netball
11th March 2024



Totally Netball

Safeguarding Children Policy

Document Owner: Totally Netball

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Section 1: Safeguarding Children Policy

Our Statement

Totally Netball acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice requirements.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of sport at Totally Netball in a safe and child centred environment
- are protected from abuse whilst participating in netball or outside of the activity

We acknowledge that some children, including disabled children or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

Our Policy

As part of our safeguarding policy we will:

- promote and prioritise the safety and wellbeing of children and young people
- value, listen to and respect children
- ensure robust safeguarding arrangements and procedures are in operation
- adopt safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- provide effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about our policies, procedures and behaviour codes and follow them confidently and competently
- ensure appropriate action is taken in the event of all incidents or concerns, both lower-level and concerns of abuse, and support provided to the individual(s) who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored

- record and store information securely, in line with data protection legislation and guidance
- prevent the employment or deployment of unsuitable individuals by recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made appoint a nominated safeguarding lead for children and young people, a deputy and a lead trustee/board member for safeguarding
- develop and implement an effective online safety policy and related procedures
- share information about safeguarding and good practice with children and their parents via leaflets, posters, group work and one-to-one discussions
- make sure that children, young people and their parents know where to go for help if they have a concern

The policy and procedures will be widely promoted and are mandatory for everyone involved in Totally Netball. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.

Monitoring

This policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the local safeguarding partnership, UK Sport and/or home country sports
- councils
- as a result of any other significant change or event.

Scope

This safeguarding children policy and associated procedures apply to all individuals involved in Totally Netball including Board members, Staff, Coaches, Coordinators, Umpires, Volunteers and Members and to all concerns about the safety of childrens whilst taking part in our organisation, its activities and in the wider community.

We expect our partner organisations, including for example, affiliated clubs, suppliers and sponsors to adopt and demonstrate their commitment to the principles and practice as set out in this Safeguarding Children Policy and associated procedures.

Commitments

In order to implement this policy Totally Netball will ensure that:

- Everyone involved with Totally Netball is aware of the safeguarding children procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an children.
- Any concern that an children is not safe is taken seriously, responded to promptly, and followed up in line with Totally Netball Safeguarding Childrens Policy and Procedures.
- The well-being of those at risk of harm will be put first and the children actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to (see the Safeguarding Childrens Procedures).
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures
- Totally Netball acts in accordance with best practice advice, for example, from UK Sport, Sport England, Sport Wales, Sport Scotland, Sport Northern Ireland, National Governing Bodies, NSPCC, Ann Craft Trust.
- Totally Netball will cooperate with the Police and the relevant Local Authorities in taking action to safeguard an children.
- All Board members, Staff, Coaches, Coordinators, Umpires, Volunteers and Members understand their role and responsibility for safeguarding children's and have completed and are up to date with safeguarding children training and learning opportunities appropriate for their role.
- Totally Netball uses safe recruitment practices and continually assesses the suitability of volunteers and staff to prevent the employment/deployment of unsuitable individuals in this organisation and within the sporting community.
- Totally Netball shares information about anyone found to be a risk to childrens with the appropriate bodies. For example: Disclosure and Barring Service, Services, Police,

Local Authority/Social Services.

- When planning activities and events Totally Netball includes an assessment of, and risk to, the safety of all childrens from abuse and neglect and designates a person who will be in attendance as a safeguarding lead for that event.
- Actions taken under this policy are reviewed by the Board and senior management team on an annual basis.
- Safeguarding training will be undertaken every 2 years with regular updates. This will be done by a certified training provider, Safeguarding Today.
- Our Designated Safeguarding Lead will be trained and updated every 2 years by Safeguarding Today and the relevant courses.
- This policy, related policies (see below) and the Safeguarding Childrens Procedures are reviewed no less than on a two yearly basis and whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board, UK Sport, Sport England/Wales/Scotland/Northern Ireland and/or National Governing Bodies or as a result of any other significant change or event.

Implementation

Totally Netball is committed to developing and maintaining its capability to implement this policy and procedures.

In order to do so the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all childrens.
- Access to relevant legal and professional advice.
- Safeguarding children procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.
- A Safeguarding Lead/ Welfare Officer (see Appendix 1).
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of childrens, including arrangements for sharing information.
- Codes of conduct for Board members, Staff, Coaches, Coordinators, Umpires, Volunteers and Members and other relevant individuals specify zero tolerance of abuse in any form.
- Risk assessments that specifically include safeguarding of children.

- Policies and procedures that address the following areas and which are consistent with this Safeguarding Children policy.

- | | |
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| ✓ Safeguarding Children | ✓ Discipline and grievance |
| ✓ Bullying and harassment | ✓ Concerns, Complaints and Compliments |
| ✓ Social Media | ✓ Whistleblowing |
| ✓ Equality, diversity and inclusion | ✓ Safe recruitment and selection (staff and volunteers) |
| ✓ Safe activities risk assessments | ✓ Contract compliance |
| ✓ Code of Conducts and a process for breach of these - Staff, Coaches, Officials, Volunteers, Participants/Members, Carers/Personal Assistants, Fans | ✓ Information policy, data protection and information sharing |

Section 2: Supporting Information

Recording and Information Sharing

All sports organisations must comply with the Data Protection Act (DPA) and the General Data Protection Regulations (GDPR).

Information about concerns of abuse includes personal data. It is therefore important to be clear as to the grounds for processing and sharing information about concerns of abuse.

Processing information includes record keeping. Records relating to safeguarding concerns must be accurate and relevant. They must be stored confidentially with access only to those with a need to know.

Sharing information, with the right people, is central to good practice in safeguarding children. However, information sharing must only ever be with those with a 'need to know'.

This does **NOT** automatically include the person's spouse, partner, children, child, unpaid or paid carer. Information should only be shared with family and friends and/or carers with the consent of the children or if the children does not have capacity to make that decision and family/ friends/ carers need to know in order to help keep the person safe.

The purpose of Data Protection legislation is not to prevent information sharing but to ensure personal information is only shared appropriately. Data protection legislation allows information sharing within an organisation. For example:

- Anyone who has a concern about harm can make a report to an appropriate person within the same organisation
- Case management meetings can take place to agree to co-ordinate actions by the organisation

There are also many situations in which it is perfectly legal to share information about children safeguarding concerns outside the organisation. Importantly personal information can be shared with the consent of the children concerned. However, the children may not always want information to be shared. This may be because they fear repercussions from the person causing harm or are scared that they will lose control of their situation to statutory bodies or because they feel stupid or embarrassed. Their wishes should be respected unless there are over-riding reasons for sharing information.

The circumstances when we need to share information without the children's consent include those where:

- it is not safe to contact the children to gain their consent – i.e. it might put them or the person making contact at further risk.
- you believe they or someone else is at risk, including children.
- you believe the children is being coerced or is under duress.
- it is necessary to contact the police to prevent a crime, or to report that a serious crime has been committed.
- the children does not have mental capacity to consent to information being shared about them.
- the person causing harm has care and support needs.
- the concerns are about an children at risk living in Wales or Northern Ireland (where there is a duty to report to the Local Authority).

When information is shared without the consent of the children this must be explained to them, when it is safe to do so, and any further actions should still fully include them.

If you are in doubt as to whether to share information seek advice e.g. seek legal advice and/or contact the Local Authority and explain the situation without giving personal details about the person at risk or the person causing harm.

Any decision to share or not to share information with an external person or organisation must be recorded together with the reasons to share or not share information.

Multi-Agency Working

Safeguarding Childrens' legislation gives the lead role for child safeguarding to the Local Authority. However, it is recognised that safeguarding can involve a wide range of organisations.

Sports bodies may need to cooperate with the Local Authority and the Police including to:

- Provide more information about the concern you have raised.
- Provide a safe venue for the children to meet with other professionals e.g. Police/Social Workers/Advocates.
- Attend safeguarding meetings.
- Coordinate internal investigations (e.g. complaints, disciplinary) with investigations by the police or other agencies.
- Share information about the outcomes of internal investigations.
- Provide a safe environment for the child to continue their sporting activity/ their role in the organisation.

Section 3: Appendices

Appendix 1 – Example Role Description: Safeguarding Lead

The designated person within a sports organisation has primary responsibility for putting into place procedures to safeguard childrens at risk, supporting club, county and regional welfare/safeguarding leads, where relevant and for managing concerns about childrens at risk.

Duties and responsibilities include:

- Working with others within the organisation to create a positive inclusive environment within the sport.
- Play a lead role in developing and establishing the organisation’s approach to safeguarding childrens and in maintaining and reviewing the organisation’s implementation plan for safeguarding childrens in line with current legislation and best practice.
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- Coordinate the dissemination of the safeguarding children policy, procedures and resources throughout the organisation.
- Contribute to ensuring other policies and procedures are consistent with the organisation’s commitment to safeguarding childrens.
- Advise on the organisation’s training needs and the development of its training strategy.
- Receive reports of and manage cases of poor practice and abuse reported to the organisation – including an appropriate recording system.
- Support the chair to co-ordinate the case management process.
- Manage liaison with, and referrals to, external agencies for example children social-care services and the police.
- Create a central point of contact for internal and external individuals and agencies concerned about the safety of childrens within the organisation.
- Provide advice and support to regional/county safeguarding/ welfare officers and play a lead role in their recruitment, selection and training.
- Represent the organisation at external meetings related to safeguarding.

Appendix 2 – Sources of Information and Support

NSPCC Child Protection in Sport Unit (The CPSU)

A national organisation providing information and advice about children safeguarding. ACT have a specialist Safeguarding Childrens in Sport and Activity team to support the sector

Tel: 0116 3665580

Email: Cpsu@nspcc.org.uk

www.thecpsu.org.uk

Multi-Agency Safeguarding Hub (MASH) and Child Protection Team – NCT

Tel: 0300 126 7000

www.nctrust.co.uk/protecting-children-information-for-professionals/Pages/report-a-concern.aspx

Designated Officer (formerly LADO)

Should you need to discuss a case with a Designated Officer, please contact on the numbers below. For urgent child safeguarding matters please contract MASH.

Tel: 07831 123193 (Sheila Kempster) or 07850 854309 (Andy Smith)

Email: LADOConsultations@nctrust.co.uk

GOV.UK

Statutory guidance on multi-agency working to help, protect and promote the welfare of children.

www.gov.uk/government/publications/working-together-to-safeguard-children--2

Men’s Advice Line

For male domestic abuse survivors

Tel: 0808 801 0327

National LGBT+ Domestic Abuse Helpline

Tel: 0800 999 5428

National 24Hour Freephone Domestic Abuse Helplines

England	Northern Ireland
Tel: 0808 2000 247 www.nationaldahelpline.org.uk/Contact-us	Tel: 0808 802 1414 www.dsahelpline.org Twitter: www.twitter.com/dsahelpline Facebook: www.facebook.com/dsahelpline
Scotland	Wales

Tel: 0800 027 1234 Email: helpline@sdaafmh.org.uk Web chat: sdaafmh.org.uk	Llinell Gymorth Byw HebOfn/ Live free from fear helpline Tel: 0808 8010 800 Type Talk: 18001 0808 801 0800 Text: 078600 77 333
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Rape Crisis Federation of England and Wales

Rape Crisis was launched in 1996 and exists to provide a range of facilities and resources to enable the continuance and development of Rape Crisis Groups throughout Wales and England.

Email: info@rapecrisis.co.uk

www.rapecrisis.co.uk

Respond

Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Tel: 020 7383 0700 or

0808 808 0700 (Helpline)

Email: services@respond.org.uk

www.respond.org.uk

Stop Hate Crime

Works to challenge all forms of Hate Crime and discrimination, based on any aspect of an individual's identity. Stop Hate UK provides independent, confidential and accessible reporting and support for victims, witnesses and third parties.

24 hours service:

Telephone: 0800 138 1625

Web Chat: www.stophateuk.org/talk-to-us/

E mail: talk@stophateuk.org

Text: 07717 989 025

Text relay: 18001 0800 138 1625

By post: PO Box 851, Leeds LS1 9QS

Susy Lamplugh Trust

The Trust is a leading authority on personal safety. Its role is to minimise the damage caused to individuals and to society by aggression in all its forms – physical, verbal and psychological.

Tel: 020 83921839

Fax: 020 8392 1830

Email: info@suzylamplugh.org

www.suzylamplugh.org



Victim Support

Provides practical advice and help, emotional support and reassurance to those who have suffered the effects of a crime.

Tel: 0808 168 9111

www.victimsupport.com

Women's Aid Federation of England and Wales

Women's Aid is a national domestic violence charity. It also runs a domestic violence online help service.

www.womensaid.org.uk/information-support