



CITY SPORTS SCHOOL SAFEGUARDING POLICY



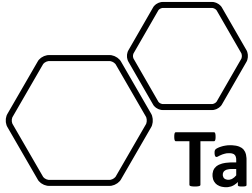


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INTRODUCTION



City Sports School is committed to the belief that all young people have a right to protection and the needs of young people and others who may be particularly vulnerable must be taken into account.

City Sports School is committed to ensuring the safety and protection of all young people involved in our program through the operation of our Child Protection Policies in line with standards in this document.

As a result of this commitment, City Sports School has a duty of care to safeguard directly from harm all young people involved in any program and activity that we deliver.

City Sports School also has the responsibility to ensure that, within all the programs we deliver, any partner organisations must also have established policies and provide protection to young people.

City Sports School is committed to devising and implementing policies so that everyone in the organization, whether they are paid staff or volunteers, accepts their responsibilities to safeguard young people from harm and abuse. This means to follow procedures to protect young people and report any concerns about their welfare to appropriate authorities.

The aim of the policy is to promote good practice, providing young people with appropriate safety/protection whilst in the care of our School and to allow all staff to make informed and confident responses to specific child protection issues.



DEFINATIONS

Safeguarding refers to the actions we take to ensure ALL children are safe from harm when involved in our teams and activities.

- **Child Protection** is a set of activities that are required for SPECIFIC children who are at risk of/or are suffering harm.
- **Abuse** refers to the acts of commission or omission that lead to a child experiencing harm.
- **Harm** refers to the negative impact or consequences upon the child of those actions.
- **Violence** refers to “all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse”





AIMS OF POLICY

City Sports School aims to maintain the highest possible standards which meet social, moral and legal obligations to protect and safeguard the welfare of our students and young people in general.

City Sports School will provide all staff, permanent and temporary with training on how to identify potential or suspected abuse and raise awareness of preventative measures to protect City Sports School students and staff members.

The aim of the City Sports School Safeguarding Policy is to promote good practice:

- Providing children and young people with appropriate safety and protection whilst in the care of City Sports School.
- Allowing all staff / volunteers to make informed and confident responses to specific safeguarding/child protection issues





TYPES OF ABUSE

PHYSICAL ABUSE – Physical Abuse is deliberate physical harm to an individual, or the willful and neglectful failure to prevent physical harm or suffering.

Types of Physical abuse include but not limited to throwing, shaking, poisoning, burning/scalding, hitting, drowning and suffocating. This includes physical harm caused by a parent or caretaker wishing to fabricate or induce the symptoms of illness.

In sport, physical abuse may occur when the nature and intensity of training disregards the capacity of the young person's immature and growing body.



TYPES OF ABUSE



SEXUAL ABUSE – Sexual Abuse involves forcing or enticing a child, young person or vulnerable adult to take part in sexual activities, whether or not they are aware of what is happening, these activities may involve physical contact or non- contact activities (including but not limited to looking at or involving the individual in the production of pornographic material forcing the individual to watch sexual activities, encouraging sexually inappropriate behaviour or making inappropriate sexual remarks).

In sport, activities which might involve physical contact with young people could potentially create situations where sexual abuse may go unnoticed. Also, the power of the coach over young athletes, if misused, may lead to abusive situations.



TYPES OF ABUSE

EMOTIONAL ABUSE – Emotional Abuse is persistent emotional maltreatment of an individual, leading to severe and adverse effects on the individual's emotional state of mind and development, such as examples of emotional abuse; making an individual feel worthless or unloved, inadequate or unvalued. Symptoms may include limitation of learning or prevention of the individual's participation in normal social interaction. Emotional abuse can also lead to bullying, making the individual feel frightened, endangered or lead to exploitation or corruption of the individual. Domestic violence, adult mental issues and parental substance misuse may also expose an individual to Emotional Abuse.

In sport, this may occur when the young person is constantly criticized, given negative feedback, expected to perform at levels that are above their capability. Other forms of emotional abuse could take the form of name calling and bullying.



TYPES OF ABUSE

NEGLECT – Neglect is the persistent failure to meet an individual's basic physical, emotional and/or psychological needs, which is likely to result in significant harm, types of neglect may include failure to provide adequate food, clothing, shelter, failure to protect the individual from physical harm or danger, failure to provide access to medical care or treatment, or failure to provide adequate supervision.

In sport, this could occur when a coach does not keep the young person safe or exposes them to undue cold/heat or unnecessary risk of injury.



INDICATORS OF ABUSE

Even for those experienced in working with child abuse, it is not always easy to recognize a situation where abuse may occur or has already taken place. Most people are not experts in such recognition, but indications that a young person is being abused may include one or more of the following:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- An injury for which an explanation seems inconsistent.
- The young person describes what appears to be an abusive act involving them.
- Another young person or adult expresses concern about the welfare of a young person.
- Unexplained changes in a young person's behavior e.g. becoming very upset, quiet, withdrawn or displaying sudden outbursts of temper.
- Inappropriate sexual awareness or engaging in sexually explicit behavior.



INDICATORS OF ABUSE contd

Even for those experienced in working with child abuse, it is not always easy to recognise a situation where abuse may occur or has already taken place. Most people are not experts in such recognition, but indications that a young person is being abused may include one or more of the following:

- Distrust of adults, particularly those with whom a close relationship would normally be expected.
- Difficulty in making friends.
- Being prevented from socializing with others.
- Displaying variations in eating patterns including over-eating or loss of appetite.
- Losing weight for no apparent reason.
- Becoming increasingly dirty or unkempt.
- Over-tiredness.
- Suicidal threats or behaviors.
- Displaying frequent unexplained minor injuries.



SIGNS OF BULLYING INCLUDE

- Behavioral changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down, reluctance to go to training or enter competitions.
- An unexplained drop-off in performance.
- Physical signs such as stomach aches, headaches, difficulty in sleeping, bed-wetting, scratching and bruising, damaged clothes, bingeing e.g. on food, alcohol or cigarettes.
- A shortage of money or frequent loss of possessions.



GOOD PRACTICES

By promoting good practice, the occurrence of abuse of young people should be reduced and this should also protect City Sports School staff, thus reducing the likelihood of allegations arising. All personnel should adhere to the following principles and action:

- Always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets).
- If involved in a 1:1 (mentoring) situation, give some thought before the meeting to the venue and environment where the meeting will take place. Avoid private, closed places; instead meet in an open, transparent space. If privacy is needed, make sure that the room/office has windows and is situated in a natural walkway. Always inform a colleague of your meeting.
- Make the experience of your sports programme or session fun and enjoyable: promote fairness, confront and deal positively and pro-actively with bullying, harassment or any other inappropriate behavior.
- Treat all young people equally and with respect and dignity.
- Always put the welfare of the young person first.



GOOD PRACTICES contd

By promoting good practice, the occurrence of abuse of young people should be reduced and this should also protect City Sports School staff, thus reducing the likelihood of allegations arising. All personnel should adhere to the following principles and action:

- Always refer to the code of conduct of City Sports School (for further detail on use of media - covering safeguarding procedures for photography, video, publishing and on-line work).
- Maintain a safe and appropriate distance with players (e.g. it is not appropriate for staff or volunteers to have an intimate relationship with a young person or to share a room with them).
- Avoid unnecessary physical contact with young people. Where any form of manual/physical support is required, it should be provided openly and with the consent of the young person. Physical contact can be appropriate so long as it is neither intrusive nor disturbing and the young person's consent has been given.
- In extreme cases where a young person is becoming a danger either to themselves, to other pupils or to you, physical contact/restraint may be required, however, to be judged lawful the force of restraint used must be proportionate to the consequences it is intended to prevent.
- If appropriate, involve parents/carers wherever possible, e.g. where young people need to be supervised in changing rooms, encourage parents who have undertaken a DBS check to take responsibility for their own child. If groups have to be supervised in changing rooms always ensure parents, coaches etc. work in pairs. If on school premises, liaise with the school to follow the school policy.



GOOD PRACTICES contd

- Keep up to date with the technical skills, qualifications and insurance in sport.
- Never transport a young person unless in an emergency; in this case it is the coach's responsibility to contact the young person's parents, carers AND Programme Manager BEFORE they transport the young person. In such circumstances, always transport the young person in the back seats of the car.
- Be an excellent role model: this includes not smoking or drinking alcohol in the company of young people.
- Always give enthusiastic/ constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of the young person, do not risk sacrifice welfare in the desire for team/personal achievements. Avoid excessive training or competition and not pushing them against their will.
- Do not undertake any medical treatment on a young person, unless qualified to do so. City Sports School should secure written parental consent for its qualified members of staff to act in loco parentis, to give permission for the administration of emergency first aid or other medical treatment.
- Keep a written record of any injury that occurs, along with details of any treatment given.
- All participants (outside curricular sessions) must be registered using the Participant Registration Form.
- All staff must seek clarification from their managers regarding the appropriate risk assessment documents they should use for each activity / site / venue.



POOR PRACTICES

The following should be avoided except in emergencies.

- Do not transport young people in your car unless in a medical emergency and even so, permission **MUST WITHOUT FAIL** be obtained from the young person's parents or caretaker **AND** Program Manager beforehand.
- Avoid spending time alone with young people away from others.
- If cases arise where these situations are unavoidable, they should only occur with the full knowledge and consent of the Program Manager or appropriate person from the school/activity/event and the young person's parents. For example, a young person sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a young person up at the end of a session. In all cases, such incidents should always be recorded.



POOR PRACTICES contd

The following are regarded as poor practice and should be avoided by all personnel:

- Engaging in rough, physical or sexually provocative games, including any forms of inappropriate behavior.
- Use of your personal mobile phone or tablet other than in extreme emergencies.
- Over-friendly behavior/nature with participants.
- Allowing or engaging in inappropriate touching of any form.
- Allowing young people to use inappropriate language unchallenged.
- Making sexually suggestive comments to a young person, even in fun.
- Reducing a young person to tears as a form of control.
- Allowing allegations made by a young person to go unchallenged, unrecorded or not acted upon.
- Doing things of a personal nature that the young person can do themselves.
- Sharing a room with a young person.



OVERNIGHT TRIPS

When organizing a trip, staff must ensure:

- All young people complete the Overnight Consent and Emergency Information Form.
- If you are on an overnight stay with an under 18's team, please ensure that no person aged 18 or over shares a room with any young person under the age of 18.
- Ensure that, if mixed teams are taken away, they should always be accompanied by a male and female member of staff on overnight trips.
- Adults do not enter a young person's room unless it is necessary, in which case, always enter the room with a colleague and leave the young person's door open. Never invite a young person to your room.
- No young person should be allowed to leave the hotel unsupervised.
- Ensure that you have liaised with the hotel staff and the night staff/security to inform them that in no circumstances are any young people allowed to leave the building and, if for some reason this did happen, that they contact a member of staff immediately.

