

# Duty of Care and Child Protection

Gosport Gators Netball club

# Policy

**Gosport Gators Netball Club fully adopts the All England Netball Association Duty of Care Guidelines and Child Protection Policy. In addition, we make the following commitments:**

## Duty of Care

Gosport Gators Netball Club players, coaches and officials have a duty to ensure that all reasonable steps are taken to ensure the safety of any person involved in the club's activities.

In order to do this the following procedures are in place:

- Coaches will have contact and medical details available at all times for any group that they are responsible for.
- Registers will be kept up to date at all times.
- Coaches will undertake risk assessments of facilities and equipment.
- Coaches will ensure that all members have a fair and equal opportunity to participate in all sessions.
- Coaches will always speak and behave in a professional manner.
- Any incidents/accidents will be reported to the Head Coach immediately. The Coach will contact parents and will also ensure that the necessary paperwork is completed.
- There will always be 2 qualified appointed first aid persons within the club.
- Coaches will ensure that any new members fill out the necessary membership forms, giving contact and medical information, as well as signing player and parent codes of conduct. This will be done on their first attendance to training.
- Coaches will ensure that the level of exercise expected/performed is suitable for the individual members.
- Any incident of discrimination is not acceptable and will be dealt with immediately.
- Coaches will be aware of the different types of abuse and will respond appropriately to any disclosure/allegations that are made.
- At least 2 members of the club will have been on the 'Safeguarding' course.

## Safeguarding and Protecting Children

Gosport Gators Netball Club is firmly 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.

Gosport Gators Netball Club will adhere to England Netball's Safeguarding and Protecting Young People in Netball Policy, Procedures and Guidelines. In doing so Gosport Gators Netball Club will:

- Accept its moral and legal responsibility in relation to the Children Act 1989, and implement procedures to provide a duty of care for, and safeguard the wellbeing of young people and protect them from abuse.
- Respect the rights, wishes and feelings of young people.
- Select, train and supervise volunteers to raise awareness of the need to protect young people, provide an appropriate duty of care and promote the implementation of its policies and procedures.
- Respond to any allegations appropriately and have disciplinary and appeals procedures in place to deal with incidences of poor practice.
- Require coaches, umpires and volunteers to sign up to a 'code of conduct' to safeguard the welfare of young people and protect themselves from false allegations.
- Require all coaches to have an enhanced DBS (Disclosure and Barring service) check and all other club officers and umpires to have completed a self-disclosure form.

### Other signs and symptoms:

- doesn't want to attend training or club activities
- changes to their usual routine
- begins being disruptive during sessions
- becomes withdrawn, anxious or lacking in confidence
- comes home with clothes torn or kit damaged
- has possessions go 'missing'
- becomes aggressive, disruptive or unreasonable
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong.

These signs and behaviour may not constitute bullying or harassment and may be symptoms of other problems. Club, league, county or regional members, coaches and volunteers need to be aware of these possible signs and report any concerns to the League Safeguarding Officer

### Objectives of the Policy

- All club, league, county and regional members, committee members, coaches, volunteers and parents should have an understanding of bullying.
- All club, league, county and regional members, committee members, coaches and volunteers should know what the England Netball club, league, county or regional policy is on bullying, and follow it when bullying is reported.
- All players and parents should know what the England Netball club, league, county or regional policy is on bullying, and what they should do if bullying arises.
- Players and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### Procedures and Management of Bullying and Harassment

1. Report bullying incidents to the League Safeguarding Officer (Mel Arnold), who will take the appropriate action (in line with the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures).
2. Record (using the England Netball Incident Form).

If the incident is an adult bullying a young person or the incident is a young person bullying or harassing a young person the League Safeguarding Officer will report the incident to England Netball's Lead Child Protection Officer.

A decision is made in consultation with England Netball's Case Management Group on the method and process for managing the incident.

3. Parents may be informed and will be asked to come into a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying or harassing behaviour or threats of bullying or harassment will be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If the situation is not or cannot be resolved through mediation, training or mentoring, refer back to England Netball's Lead Child Protection Officer who will:
  - manage the incident in line with England Netball Disciplinary Regulations.

## Implementing the England Netball Anti-bullying and Harassment Policy

### Phase 1

#### Raise Awareness

- Raise awareness with all members and players within the League.
- Put posters on the notice board.
- Ensure all young players know they can talk to someone if they are worried.
- Ensure that parents have a copy of the policy.
- Adopt the policy within the club constitution.
- Ensure that the code of conduct clearly states that behaviour which constitutes bullying or harassment will not be accepted.
- Ensure all coaches, staff and volunteers have signed up to the code of conduct.
- Ensure the policy is given to members and players.
- Set up a working party to support the ongoing development and implementation of the policy.
- Identify any training needs within the club and contact England Netball or Hampshire Netball to find out about workshops and opportunities for support.

### Phase 2

#### Review, Monitor and Evaluate

- Ensure that the working group meets to review how the communication of the policy has been managed, has it made a difference?
- Work with England Netball to take lessons learnt from incidents and re-evaluate the policy as required.
- Maintain an ongoing poster campaign.
- Ensure members, players, coaches, volunteers and parents are kept up to date with any changes.
- Invite feedback from players, parents, coaches, members and volunteers about the policy and its impact.

## Acknowledgements

England Netball wishes to thank the RFU/RFUW, Kidscape and ChildLine for their permission to adapt and modify material within the policy.

### Original Source:

Kidscape 'Anti-bullying Policy for Schools – Some Guidelines'

ChildLine 'Bullying – Information for teachers and professionals working with young people'

### If you require help or support you can contact:

Kidscape Helpline for parents/carers of bullied children (08451) 205204

ChildLine (0800) 1111