



## **Safeguarding- Yorkshire Squash & Racketball Association**

This policy is for use across YSRA and is to be observed by all members and volunteers working with children, young people, and adults at risk.

This policy is fully supported by YSRA and its association. If you have any questions in relation to this policy or require any clarification, please approach the chairman – Matt Stephenson.

This policy should be used in conjunction with the Clubs policy and England Squash safe squash policy. If in doubt don't be afraid to ask for support and advice.

YSRA acknowledges the duty of care to safeguard and promote the welfare of children, young people, and adults at risk, and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and England Squash requirements.

YSRA aims to ensure that all children:

- a. have a positive and enjoyable experience of sport at YSRA in a safe and child centred environment regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background; and
- b. are protected from abuse whilst participating in squash or outside of the activity.

YSRA acknowledges that some children, including disabled children and young people 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.

The welfare and wellbeing of children and young people is of paramount importance, and it is the duty of all adults working within YSRA, to safeguard the welfare of children and young people by creating an environment that protects them from harm.

YSRA will review this policy on a regular basis. Everyone is required to make themselves aware of any changes once implemented.

YSRA may also review this policy in the following circumstances;

- a. changes in legislation and/or government guidance;
- b. as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and England Squash; and
- c. as a result of any other significant change or event.

This policy together with the appropriate safeguarding procedures will be widely promoted and are mandatory for everyone involved in YSRA. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

### **Policy Guidelines**

YSRA and everyone working within YSRA recognise that it is their duty to observe this policy and the good practice guidelines set out below. This policy absolutely applies to volunteers as well as paid members of staff.

YSRA will:

- a. promote and prioritise the safety and wellbeing of children, young people and adults at risk;
- b. ensure robust safeguarding arrangements and procedures are in operation.
- c. 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, young people and adults at risk;
- d. ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern;
- e. ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored;
- f. respond to all suspicions and allegations of abuse, swiftly and appropriately, ensuring effective links with relevant agencies in all matters regarding safeguarding and child protection;
- g. prevent the employment or deployment of unsuitable individuals;
- h. work in partnership with other organisations (as necessary), children, young people, adults at risk and their parents, guardians or carers;
- i. treat all children, young people and adults at risk equally and with respect and dignity;
- j. when necessary, request written parental consent for pictures, photographs, images or videos which involve children; and
- k. ensure that when social media is involved with young people that it will be used carefully and appropriately

### **Recruitment and employment**

Please see guidance note - Safeguarding – Recruitment Process

A robust recruitment process is required for all adults working or volunteering with children, young people and adults at risk regardless of whether they are involved in a regulated activity or not.

These checks are likely to be in the form of DBS checks.

In addition, it is recommended for all those working or volunteering with children, young people and adults at risk in YSRA, to complete appropriate levels of introductory and ongoing safeguarding training.

### **Whistleblowing**

It's important that people within YSRA have the confidence to come forward to speak or act if they're unhappy with anything.

Whistleblowing occurs when a person raises a concern about dangerous or illegal activity, or any wrongdoing within their sports organisation. The NSPCC has a whistleblowing advice line to support professionals who have concerns about how child protection issues are being handled in their own or another organisation.

### **Complaints**

In order to ensure we develop an open culture where children and staff feel able to express any concerns, we have a procedure for dealing with complaints from a child, worker, volunteer, parent or carer.

### **Key Contacts**

Jayne Robinson – Pontefract Squash

England Squash - [safesquash@englandsquash.com](mailto:safesquash@englandsquash.com)

### **Legislation, Regulations and Statutory Guidance**

- Working Together to Safeguard Children 2018
- Children Act 1989
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Human Rights 1988
- Sexual Offences Act 2003
- Data Protection Act 2018
- GDPR Digital Code

### **DEFINITIONS**

#### **Abuse:**

**Physical Abuse:** a child is physically hurt or injured by an adult or an adult gives alcohol or drugs to a child or young person;

**Neglect:** a child's basic physical needs are consistently not met or they are regularly left alone or unsupervised;

**Sexual Abuse:** an adult or peer uses a child or young person to meet their own sexual needs;

**Emotional Abuse:** persistent criticism, denigrating or putting unrealistic expectations on a child or young person;

**Bullying:** persistent or repeated hostile and intimidating behaviour towards a child or young person  
Incidents of poor practice occur when the needs of children and young people are not afforded the necessary priority, so as their welfare is compromised;

**Hazing:** any action or situation, with or without the consent of the participants, which recklessly, intentionally, or unintentionally endangers the mental, physical, or emotional wellbeing of a child or young person.

## Poor Practice in Sports

Poor practice is behaviour of an individual in a position of responsibility which falls below the organisation's required standard (typically as described in the club/organisation's Code of Conduct). Poor practice may not be immediately dangerous or intentionally harmful to a child but is likely to set a poor example and is still unacceptable.

Poor practice is potentially damaging to the individual, the organisation and to children who experience it. For example, coaching with alcohol on the breath, smoking, swearing in front of children, or not paying due care and attention to participants all constitute poor practice.

Poor practice can sometimes lead to, or create, an environment conducive to more serious abuse. It may also lead to suspicions about the individual's motivation, even where no harm is intended. For example, if a coach is giving one child too much attention, regularly transports children in their car, or encourages physical contact with children without obvious justification.

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

- Unnecessarily spending excessive amounts of time alone with an individual child/ young person
- Sharing of emails address, phone numbers, texting, social media sites etc
- Using language that might be regarded as inappropriate by the child/young person and which may be hurtful or disrespectful.
- Reducing a child/young person to tears.
- Letting allegations made by a child/young person go uninvestigated, unrecorded, or not acted upon.
- Taking a child/young person alone in a car on journeys, however short. Parental consent must always be obtained for transporting. Further guidance can be found on the England Squash website.
- Persistent criticism of children or young people
- Placing unrealistic expectations or excessive pressure on children or young people
- Persistently acting in a hostile or intimidating way

## INCIDENT REPORTING FORM

If you think there is an immediate risk of harm or abuse to a child, young person or adult at risk, call the Police on 999 and/or your local Social Services.

Be mindful of the need to remain confidentiality. The information contained within this form must only be shared with the relevant Safeguarding Officer and England Squash (if appropriate or required).

<b>Date of report:</b>	
<b>Details of person completing report</b>	

<b>Name:</b>	
<b>Role:</b>	
<b>Contact details:</b>	
<b>Details of your concern</b>	
<b>Where did the concern take place:</b>	
<b>Details of your concern</b>  <b>(Please provide as much information as possible – use the box at the end of this form should you require more space):</b>	
<b>Date the concern occurred:</b>	
<b>Evidence:</b>  <b>(Observations made by you or to you (e.g. description of visible bruising, other injuries, child's or young person's emotional state, behaviour/actions towards a Child or Young Person etc):</b> <b>Note: Make a clear distinction between what is fact, opinion or hearsay)</b>	
<b>Witness(es):</b>	
<b>Action taken so far:</b>	

<p><b>Other people aware/has the person in question disclosed concerns to anybody else:</b></p>	
<p><b>Have you informed any other external bodies (e.g. LADO, Social Services, Police)?</b></p> <p><b>If so, please provide details of your report, the contact name and any action being taken:</b></p>	<p><b>I have informed:</b></p> <p><b>Contact details:</b></p> <p><b>Action being taken:</b></p>
<p><b>Are you reporting your own concern or one raised by someone else?</b></p> <p><b>If so, provide their contact details:</b></p>	
<p><b>Details of child/young person/adult at risk (if known)</b></p>	
<p><b>Name:</b></p>	
<p><b>DOB:</b></p>	
<p><b>Role:</b></p>	
<p><b>Contact details:</b></p>	
<p><b>Child/young person/adult's account of the concern (if known):</b></p>	
<p><b>Details of person you are concerned about (if known)</b></p>	
<p><b>Name:</b></p>	
<p><b>DOB:</b></p>	
<p><b>Role:</b></p>	
<p><b>Contact details:</b></p>	
<p><b>Person you are concerned about's account of concern (if known):</b></p>	

<b>Other information</b>	
<b>Details of previous incidents or concerns (if known)</b>	

**Additional space for answers or further detail if required:**



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<b>Signature</b>	
<b>Name</b>	
<b>Date</b>	

## England Squash Reporting Procedure Flowcharts

### **Outline safeguarding reporting procedure concerns**

#### **1. About the behaviour of the organisation's staff member or volunteer**

(e.g. allegation about a coach or officer's behaviour towards a child/young person/adult at risk)

1. **Concerns arise** about the behaviour of a member of staff, coach or volunteer towards a child/young person/adult at risk  
(e.g. suspicions or allegations of poor practice or possible abuse)

3. Call 999

2. Is there an **immediate risk** of abuse or an immediate concern of the safety of child/young

YES

NO

3. **Report** using the Incident Reporting Form which is sent to organisation/club, or the concern is reported to the facility or event

4. Safeguarding Officer (if appropriate in consultation with Case Management Group and / or Social Care, Police or LADO) **determines the route** using the ES Threshold Map for further action to be taken (e.g. does the matter appear to be poor practice or possible abuse, and records actions taken and agree).

**INTERNAL**

**EXTERNAL**

5. **LEVEL 1: Poor Practice/Breach of Code of Conduct/Unacceptable Behaviour**  
(In club route with support from ES and

5. **LEVEL 2: Possible Abuse/Criminal Offence/Unacceptable Behaviour**

Safeguarding Officer informs ES. Follow both the internal and external routes

6. Concern dealt with as misconduct issue using complaints / disciplinary procedures as appropriate (in consultation with LADO if

6. *In consultation with statutory agencies and LADO:* . Safeguarding Officer consults with/refers to HR/Disciplinary lead/s re initiating disciplinary procedures, immediate temporary suspension

6. ES (and Safeguarding Officer if appropriate) consults with/refers to external agency e.g. Social Care/Police/LADO and follows this up with the external agency in writing within 24 hours.

7. Disciplinary investigation undertaken and hearing held. Refer to external agencies if necessary (Go to External Step 5).

7. Disciplinary process initiated – investigation may be delayed pending outcome of statutory agencies' processes. Support from LADO.

7. Social Care/Police hold Strategy Meeting (may include organisation rep) and agree investigation process

8. Outcome of disciplinary process (e.g. no case to answer, advice or warning given, training / support required, other sanctions, or

8. Outcome of Social Care/Police investigation (e.g. no further action, advice, support, training, supervision)

9. Disciplinary appeals process

9. ES investigation for risk assessment and sanctions (if applicable, e.g. training, supervision)

## Outline safeguarding reporting procedure concerns

### 1. About the behaviour of another organisation's staff member or volunteer

(e.g. allegations reported about an individual working for a partner organisation)

