

ESSEX OPEN NETBALL CLUB

**Safeguarding Children and
Young People in
Netball Policy**

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General responsibilities of those within netball

Essex Open (EO) considers the safety and Wellbeing of Young People as central to its values. We accept our responsibility for providing guidance and support to all members, ensuring that netball is enjoyable and safe.

This Policy sets out Essex Open's approach to fulfilling its commitment to creating and maintaining a safe and enjoyable environment for the Children and Young People who take part in the sport of netball. Essex Open requires all Members, connected participants, Staff and Volunteers to abide by this Policy and all relating procedures and practice.

This policy applies to all Staff and Committee members of Essex Open. This policy also applies to all players, coaches, Volunteers, Members, connected participants and anyone carrying out recognised and authorised netball activity. This policy is expected to be followed by all; whether at an Essex Open organised competition, internationally or a locally organised competition in a Region or County; whether part of the national squad, an academy or playing at a local Club.

Essex Open considers it everyone's responsibility to safeguard Children and Young People in our sport, and so this Safeguarding Children and Young People Policy, together with the accompanying procedures, apply to all individuals involved in netball.

Some concerns may relate to a Young Person's general Wellbeing, rather than due to them being subject to abuse. Essex Open accepts its role in supporting the netball community, offering assistance to these individuals.

Where necessary, England Netball will take Disciplinary Action against any Members, connected participants, Volunteers and Staff where breach of this Policy, [Safeguarding Disciplinary Regulations](#) or the [Codes of Conduct and Disciplinary Regulations](#) is alleged.

We welcome all genuine concerns and will treat them seriously. No action will be taken against you if you have raised a concern in the genuine belief that it is true. However, complaints proven to be malicious could result in disciplinary action.

To report a concern see England netball guidance:

<https://www.englandnetball.co.uk/governance/safeguarding/reporting-a-safeguarding-concern/>

Definitions

- **Safeguarding:** Protecting the health, well-being, and human rights of children and young people.
- **Child Abuse:** Any action that results in harm to a child, including physical, emotional, sexual abuse, and neglect.
- **Netball Community:** All individuals, clubs, associations and other organisations involved in any capacity in the game of netball, whether or not they are members of England Netball. For the avoidance of doubt this includes all players and anyone working within netball (in a paid or voluntary capacity, and whether as an employee or on a self-employed or other work basis) including all coaches, umpires, and other officials.
- **Children and Young People:** Any person under the age of 18.
- **Codes of Conduct** - means the set of behavioural standards which England Netball establishes as the expected minimum standards of behaviour
- **Disciplinary Action (Disciplinary Case)** - means proceedings, or part thereof, in accordance with the Disciplinary Regulations.
- **Disclosure and Barring Service (DBS)** – the government department responsible for processing the criminal record checks to assist in making safer recruitment decisions. The Disclosure and Barring Service replaced the Criminal Records Bureau and the Independent Safeguarding Authority. When a person is banned from working with Young People by England Netball, we are obliged to refer this information to the DBS and they will determine inclusion on the barred list. Link to: [DBS process and Recruitment of Ex-Offenders policy](#)
- **England Netball (EN)** - means the All-England Netball Association Limited, a private company limited by guarantee and registered in England with the registered number of 1698144.
- **Lead Safeguarding Officer (LSO)** – the person appointed by England Netball to receive, investigate and act upon all Safeguarding matters, including developing and maintaining Safeguarding policies and procedures and advising the netball community on their implementation and application.
- **Member** - any individual or organisation appointed as a Personal or Group Member in accordance with England Netball's Articles of Association. Where an organisation is a Member, the leader of the organisation (usually the Chair of the management group/committee) will be held to account on behalf of the organisation (Sanctions, including Interim Suspensions, may be applied to the organisation).
- **National Society for the Prevention of Cruelty to Children (NSPCC)** - The NSPCC is a charity that specialises in child protection and the prevention of cruelty to Young People. It is the only UK Young People's charity with statutory powers that enables it to take action to safeguard Young People at risk of abuse. The society operates throughout the UK and the Channel Islands. **Position of Trust** – someone who has a position of power or influence over those under 18.
- **Region or Regional Management Board (RMB)** - an association of County Netball Associations as determined by the Board, in accordance with the Memorandum or the Articles or the Membership

Regulations.

- **Safeguarding** – Protecting children from abuse and maltreatment, preventing harm to their health or development, ensure they grow up with the provision of safe and effective care and taking action to enable all Young People to have the best outcomes.
- **Safeguarding Disciplinary Regulations** - means the procedures approved by the Board for handling safeguarding Children or Young People and Adult at Risk cases.
- **Safeguarding Officer (for the Club/County/Region)** - the person with lead responsibility within a Club/County/Region for ensuring safe recruitment, that the appropriate DBS checks are completed by personnel; communicating safeguarding awareness, advising on good practice and acting on concerns, in accordance with the England Netball Safeguarding Policies.
- **Wellbeing** – a person's state of mental and physical health and resilience
- **Volunteer(s)** - means any person who gives their time and talents freely to make netball happen and is not paid more than out of pocket expenses. For the avoidance of doubt this means, any person providing assistance or support to England Netball, County or Regional Netball Associations, leagues or Clubs from time to time other than as Staff and including but not limited to any person providing assistance at Leagues / competitions / tournaments / Clubs.

Legislative Framework

This Policy and the guidance which supports it, complies with legislation and will be updated to reflect any changes in the law. Statutory guidance takes precedence over England Netball policy and we will always work within the requirements of Working Together to Safeguard Children 2023, children's social services and the Police. This policy has been written based on legislation, policy and guidance that seeks to protect Children in England. The relevant legislation includes:-

- Working Together to Safeguard Children 2023
- Children's Act 1989
- Children's Act 2004
- Children and Social Work Act 2017
- Data Protection Act 2018 and UK General Data Protection Regulation (UK GDPR)
- Safeguarding Vulnerable Groups Act 2006.
- Human Rights Act 1989
- Protection of Children Act 1999
- Sexual Offences Act 2003

What is abuse?

Understanding Abuse in the Context of Safeguarding Children and Young People in Netball

Abuse refers to the ways in which children and young people may be harmed by others.

The four recognized types of abuse are:

1. Physical Abuse: Intentional harm through actions such as hitting, slapping, kicking, shaking, poisoning, burning, or drowning.
2. Neglect: Failing to provide for a child's basic needs, including food, education, nurture, stimulation, and medication.
3. Sexual Abuse: Involves inappropriate sexual touching, sexual activity, or coercing a child into performing acts on another, including non-contact offenses.
4. Emotional Abuse: Includes behaviours such as humiliating, criticising, threatening, blaming, gaslighting, ignoring, or not showing affection.

Other Forms of Harm to Consider

While not included in the four main categories of abuse, the following are also critical to recognize:

- Fabricated or Induced Illness: When a parent or carer exaggerates or deliberately causes symptoms of illness in a child, convincing medical professionals that the child is unwell.
- Female Genital Mutilation (FGM): A harmful practice affecting some communities, involving damaging a girl's genitals, often leading to serious health complications later in life.
- Domestic Violence: Children are recognized as victims of domestic violence in their own right (as per the Domestic Abuse Act 2022), even if not directly physically harmed. The long-term effects of exposure to parental domestic abuse can be significant.
- Criminal or Sexual Exploitation: Young people may be coerced into selling drugs or exploited sexually for money.
- Cyberbullying: Occurs when someone repeatedly harasses another person online through social media, emails, or texts with the intent to harm, humiliate, or isolate them. This can include various forms of bullying, such as racist or homophobic bullying.
- Forced Marriage: Involves children being married against their will, sometimes before the legal age in the UK.
- Radicalization: The process of influencing a child or young person toward extremist ideologies with violent intent. While extreme opinions are permissible, those accompanied by violent intentions or actions should be reported to the police or safeguarding agencies.

Conclusion

Abuse can occur both inside and outside the home, and it is everyone's responsibility to act to protect children from harm. The impact of abuse can affect young people's physical, mental, and emotional health and development. It can be perpetrated by adults or by other children and young people, either through intentional acts or a failure to act.

Roles and responsibilities

Safeguarding is Everyone's Responsibility

At Essex Open, we believe that safeguarding is a shared responsibility, and it is crucial that anyone aware of a safeguarding concern responds appropriately.

Our Approach to Safeguarding

Essex Open fulfils its safeguarding responsibilities by:

- Ensuring that all staff are appropriately trained in safeguarding practices.
- Supporting netball activities through the provision of advice and guidance to members, participants, volunteers, staff, and external agencies, including statutory authorities.

Lead Safeguarding Officer

We have appointed a Lead Safeguarding Officer (LSO) who is responsible for:

- Formulating the organisation's safeguarding approach.
- Developing and implementing a work program to support this policy.
- Providing advice, guidance, and resources to ensure consistent safeguarding awareness across netball.
- Acting as the primary point of contact for all safeguarding concerns and liaising with statutory agencies and partners.

Regional Management Boards

Regional Management Boards are dedicated to promoting and educating on safeguarding practices within their regions. They collaborate with England Netball to:

- Implement regional plans that enhance safeguarding training, particularly through UK Coaching courses, including 'Time to Listen' and 'Safeguarding and Protecting Children'.

Clubs and Organizations

Clubs and organisations delivering netball activities are responsible for creating a safe environment for young people. This includes:

- Appointing a Club Safeguarding Officer and providing necessary training, support, and resources.
- Ensuring that all individuals engaging in regulated activities have up-to-date DBS checks and are cleared to work with young people.

Duty of care

Responsibilities of Clubs and Organisations Delivering Netball Activity

Clubs and organisations involved in delivering netball activities have a fundamental responsibility to ensure the safety and well-being of young people participating in their events. The individual in charge acts "in loco parentis," meaning they are expected to behave as a reasonably prudent parent would.

To demonstrate a reasonable standard of care, clubs should take the following steps:

1. Policy Integration:
 - Adopt the safeguarding policies and procedures of England Netball into the club's constitution.
2. Awareness and Communication:
 - Ensure that every club member and their parent/carer are aware of who the Club Safeguarding Officer is.
 - Make safeguarding policies from both the club and England Netball readily accessible to all members.
3. Familiarisation:
 - Familiarise all relevant individuals with the Safeguarding Young People in Netball Policy.
4. Training:
 - Provide ongoing and up-to-date safeguarding training for Club Safeguarding Officers, coaches, and members.
5. Reporting Procedures:
 - Ensure that everyone knows how to use the process for reporting concerns.
6. Record Keeping:
 - Maintain a current register of attendees and their contact details, including emergency contacts.
 - Keep confidential records of any medical conditions, allergies, or special needs for all participants.
7. First Aid:
 - Ensure first aid provisions are available at all times, both at the club and during off-site activities, with a trained first aider in attendance.
8. Safe Recruitment:
 - Appoint appropriate personnel in accordance with safe recruitment and selection procedures.
9. Risk Assessments:
 - Conduct current risk assessments for premises and activities.
10. Activity Authorization:
 - Ensure that young people participate only in recognized, authorised, and appropriately insured activities led by suitably qualified instructors/coaches.
11. Coaching Standards:
 - Coaches have a duty of care to organise activities that are appropriate for each young person's capabilities. They must adhere to the standards associated with their qualifications and should not operate beyond their level of training (e.g., a Level 1 coach should not lead a session unsupervised by a Level 2 coach).

Well-being and Support

Concerns regarding the welfare of young people often relate to their general health and happiness rather than potential abuse. Our safeguarding case management process indicates that these well-being issues are significantly more common than concerns about abuse.

Essex Open believes that sport can greatly enhance the lives of young participants, and caring for their welfare is a key aspect of our collective safeguarding duty. Individuals in positions of trust can play a vital role in the lives of young people, helping to identify changes in behaviour, being available to talk, and offering advice.

It's important to recognise that not all issues will meet the threshold for intervention by Children's Social Services. Local support may often provide the most effective help for young people. We are committed to identifying and supporting these individuals by raising awareness and serving as a resource for parents/carers and young people. For more information on health and well-being, please refer to [link or resource].

- [Female Health - NetballHer.](#)
- [Wellbeing](#)
- [Conscious Inclusion](#)

Links to support Contact

Club and County Safeguarding Officers are good sources of knowledge and support in the first instance or try one of these links:

SAFEGUARDING ADVICE

NSPCC – Child Protection in Sport Unit – www.thecpsu.org.uk Offer advice and support around safeguarding children in sport

NSPCC 0808 800 5000 – www.nspcc.org.uk If you are worried or unsure about a child. NSPCC also offer free, confidential advice and support whatever your worry (18 or under)

Childline 0800 1111 – www.childline.org.uk - Website offers Coping Kit Toolkits. Childline offer 1-2-1 counsellor chats about any concerns you may have.

Anti-Bullying Alliance 0808 1000 143 – www.anti-bullyingalliance.org.uk - Offer help or advice about bullying or cyber-bullying

Kidscape(0207)7303300 www.kidscape.org.uk Support on bullying.

MENTAL HEALTH

Samaritans 08457 90 90 90 – <http://www.samaritans.org> - Samaritans' volunteers listen in confidence to anyone in any type of emotional distress, without judging or telling people what to do.

Together All – www.togetherall.com - A safe, online community where people support each other anonymously to improve mental health and wellbeing.

NHS Child and young people's mental health service – [NHS England » Children and Young People's Mental Health Services \(CYPMHS\)](http://www.nhs.uk/children-and-young-people-mental-health-services) - NHS funded Mental health Service young people (under 18). Most regions have their own website providing information about access, referrals and contact details. CYPMHS can also be accessed through Social Services or your GP.

Mind 0300 123 3393 – www.mind.org.uk/information-support/helplines/ - If you or someone you know is going through a difficult time, Mind can offer support with different mental health problems.

Young Minds – [YoungMinds | Mental Health Charity For Children And Young People](http://www.youngminds.org.uk) - Mental health charity for young people

Shout – [Shout – UK's 24/7 Crisis Text Service for Mental Health Support](http://www.shout247.org) - 24/7 text service for adults and children

Papyrus – [Papyrus UK Suicide Prevention | Prevention of Young Suicide \(papyrus-uk.org\)](http://www.papyrus-uk.org) - Advice, text service, helpline for adults and children

DOMESTIC ABUSE

National Domestic Violence Helpline - 0808 2000247

www.nationaldomesticviolencehelpline.org.uk Free 24hr National Domestic Violence Helpline, run in partnership between Women's Aid and Refuge, is a national service for women

experiencing domestic violence, their family, friends, colleagues and others calling on their behalf.

Forced Marriage Unit 0207 008 0151 www.fco.gov.uk/forcedmarriage - Part of the Foreign and Commonwealth Office, provides information, multi agency guidelines and an advice line for victims, friends, relatives and professionals.

Karma Nirvana 0800 5999 247 www.karmanirvana.org.uk - Karma Nirvana supports victims and survivors of forced marriage and honour-based abuse; support includes an advice line.

Women's Aid 0808 2000 247 www.womensaid.org.uk - Provides support and information in relation to domestic violence.

SEXUAL OFFENDING

Lucy Faithfull Foundation 0808 1000 900 www.lucyfaithfull.org.uk

Stop It Now! www.stopitnow.org.uk The Lucy Faithfull Foundation Child Sexual Abuse prevention confidential helpline for adults concerned about sexual abuse

CONTACT ENGLAND NETBALL

If you believe a Child or Young Person is in danger or at imminent risk of harm, contact the Police and other relevant emergency services by calling 999.

Report a concern to England Netball via besafe@englandnetball.co.uk or **01509277911**

NSPCC are available 24 hours a day, 365 days a year on 0808 800 5000

Young Person's Guide

What Can I Expect from the **ESSEX OPEN NETBALL CLUB?**

The **ESSEX OPEN NETBALL CLUB** will have the following:

Qualified Coaches

The coaches understand and know how to help you play the best netball you can.

Volunteers

Any adult working within the club will have been on training to ensure they know how to support and look after you.

The club will have a First-aider, Team Managers and a Safeguarding Officer. Make sure you know who these people are and introduce yourself to them.

Rules

The game of netball has rules, which you will learn as you play.

The club has rules, which you will also learn. For example, one rule is that junior members are not allowed to smoke. These rules are there for your safety and are not to be broken.

Opportunities for You to Play

There will be teams and squads your own age. Everyone will get an opportunity to play matches once the coaches deem you to be match ready.

Matches and Competitions

There will be a chance for you to train and play in your club team against other clubs selections will be made by the coach and their decisions are final.

Some players depending on ability will get the opportunity to play in higher league games to help them progress up the England Netball pathway

Anti-bullying Policy

This clearly states how the club will deal with any situations of bullying, either adult to young person or young person to young person

Safeguarding and Protecting Young People Policies and Procedures

These provide the club with ways of ensuring that you are safe and enjoy your netball.

Codes of Conduct and Behaviour

These clearly state how members must act towards you and support you. This includes coaches, volunteers, officials and parent

What Does the ESSEX OPEN NETBALL CLUB Expect from Me?

Code of Conduct

- The code of conduct will clearly state what is OK and what is not OK. For example: Junior members are not permitted to smoke
Junior members are not permitted to drink alcohol
- They will give clear messages on how they expect you to behave

Don't keep it to Yourself!

You have the right to:

- have fun when playing netball
- be safe when playing netball
- enjoy your netball
- make friends through netball
- Be treated with respect by adults and other young people involved in netball.

Are You Worried?

- My coach is bullying me.
- Another adult at netball is bullying me.
- Another member of my team is bullying me.
- One of the coaches or volunteers is threatening me.
- An adult is making me do things which I know are wrong.
- Someone is touching me and making me feel uncomfortable.
- Someone is constantly teasing me, shouting at me or kicking and punching me.
- Someone is making suggestive remarks or asking me to do things of a sexual nature.
- Someone is acting in a way which makes me feel lonely, upset, unsafe or embarrassed. If the answer is YES – don't keep it to yourself – ask for help.

Who Can I Talk to?

Talk to your Safeguarding Officer

It can sometimes be difficult to speak to an adult about how you are feeling.

- You might think that an adult will not understand

They will listen.

- You may think that they will not believe you

They will believe you.

- You may be scared that they will tell other people who you do not want to know.

They will only tell someone who can help.

- You might think they have not got time to talk to you.

They will always make time to talk.

- It's better to talk to someone
- Ignoring your worries or concerns could make them worse.
- Talking to someone will begin to tackle your worries and concerns. You only have to share information that you want to share.
- Telling someone will begin to help you.

What will Happen if I Talk to Someone?

Your Club Safeguarding Officer will know what to do and how to help. They will be able to ensure that you are safe and they will believe you

There are policies and procedures which they will use. These provide information on who to contact, how to contact them and what they can do to help.

Confidentiality

The Club Safeguarding Officer cannot promise to keep the information you share a secret. However, they d

o have to keep it confidential. This means that they will have to tell only the person/people who can help.

When you are talking to the Safeguarding Officer, ask them to explain who they need to speak to and why.

They may say one of the following:

England Netball Lead Child Protection Officer

They will know what to do if the behaviour of adult(s) towards you is upsetting you.

Talking to this person will begin to help the situation and ensure you can play netball in a happy and safe environment.

Social Services or the police will be called if the Safeguarding Officer thinks you may come to more harm or are in danger. This is to help you and ensure you are safe.

Parent/Legal Guardian Guide

These guidelines provide you with key information when selecting an opportunity for your child in netball. They provide you with ideas of questions to ask and ensure that both you and your child understand the way the **ESSEX OPEN NETBALL CLUB** works, and your roles and responsibilities.

What Can we Expect from the **ESSEX OPEN NETBALL CLUB**?

- A friendly welcome, an opportunity to meet new friends and to participate and watch netball
- Opportunities for your child to have fun and develop their skills as much as they want to
- A safe environment
- Qualified coaches and responsible volunteers
- Relationships based on trust, honesty and respect where your child is valued and listened to
- Your child's welfare and safety is paramount
- Members will recognise your child's rights, whatever their age, gender, culture, ability, language, religious belief, racial origin, and/or sexual identity
- Opportunities for you to get involved
- Safeguarding and Protecting Young People Policy and Complaints Policy available for you on request
- Clear lines of communication with you about your child, fixtures, training and events
- Adults are appropriately trained to work with young people.

What Does the **ESSEX OPEN NETBALL CLUB** Expect from my Child?

There is a guide for young people which details expectations and includes:

- Fair play
- Listening to the coaches
- Adherence to the young people's code of conduct and behaviour
- Adherence to the rules of the game and rules of Essex Open Netball club.

What Does the **ESSEX OPEN NETBALL CLUB** Expect from Me?

They may expect you to:

- Stay with your child when they are at the venue
- Ensure that your child is dropped off and picked up promptly from the venue
- Contact the organisers if you are running late to collect your child
- Adhere to the rules of **ESSEX OPEN NETBALL CLUB**.
- Adhere to the codes of conduct, in particular the parents' code of conduct
- Accept the guidance that coaches provide and umpire's decisions within

matches

- Use appropriate language at all times
- Stay off the court during training and matches
- Never force your child to participate
- Provide emergency contact details and any relevant information about your child, including medical history.
- Be open and honest with staff if concerns arise.
-
- **The ESSEX OPEN NETBALL CLUB would like you to:**
-
- Become involved as much as possible
- Support the coaches by ensuring your child enjoys their netball and plays within the rules of the game
- Encourage fair play
- Encourage your child to recognise good performance, not just results.

Always check

- the qualifications and experience of the coaches
- that the ratio of adults to young people complies with England Netball guidance
- how young people are looked after if they are not playing
- that there are clear codes of conduct stating expected behaviour of members, players and coaches
- what happens if there is an accident
- if there is a Safeguarding and Protecting Young People Policy in place
- how issues are managed, e.g. bullying
- the policy on recruitment and Criminal Records Bureau (CRB) checking adults working with young people
- who you or your child should speak to if you have a concern.

Questions on which to Seek Clarification

- My child has never played netball before; can they come along and try out a couple of sessions?
- When is training?
- When are the matches?
- What kit do we need to buy?
- Are the coaches qualified?
- Are the adults helping with the teams appropriately DBS checked and trained?
- Does my child have to share changing facilities with adult players?
- Do the club have social events?
- How much does it cost to be a member of the club?
- How are away matches organised?
- Is there a first-aider on-site?

- Is the club affiliated to England Netball?
- Does the club hold accreditation e.g. Clubs First?

Communication

- The **ESSEX OPEN NETBALL CLUB** will need to ensure they can contact you if required, so they should ask you for your contact details.
- Please ensure that you build a relationship with the coach and support the **ESSEX OPEN NETBALL CLUB** by completing all paperwork required.
- Communication is two-way. If you have any questions or concerns about your child's participation in netball, please talk to his/her coach or organisation official.

What Do I do if I am concerned about my Child's Safety, Well-being or Behaviour?

- The club has a Safeguarding Officer. Ask to speak with them and explain your concerns.
- All concerns will be taken seriously and investigated.
- All concerns will be treated in the strictest confidence, with only the people who can help the situation becoming involved if required.

To view the role of the safeguarding Officer :

<https://www.englandnetball.co.uk/search/?search=Role+of+club+safeguarding+office>

Anti-Bullying and Harassment Policy

<https://d2cx26qpfwuhvu.cloudfront.net/englandnetball/wp-content/uploads/2020/06/22110206/2.-Anti-Bullying-and-Harrassment-Policy-March-2021.pdf>

This Policy sets out England Netball's position and approach toward bullying and harassment. This Policy covers all members, connected participants and staff regardless of age or position.

Everyone has the responsibility to ensure that the sporting environment is respectful of everyone's right to take part in and enjoy their sport.

Differences, feelings, views and beliefs should be respected and valued, and no one made to feel undervalued because of who they are. Bullying and harassment can have devastating effects on a person's self- worth, mental and physical health and be highly disruptive to everyone's right to enjoy their sport.

Essex Open will challenge bullying attitudes and behaviours and encourages everyone to do the same, to create an environment where everyone is made to feel safe and able to enjoy their part in the sport of netball.

Personal details for persons working with Young People in Essex Open Netball Club

POSITION HELD

PERSONAL DETAILS

Title (Mr/Mrs/Mrs/Ms)

Surname:

First Name:

Date of birth:

Place of birth:

National Insurance number:

Address:

Postcode:

Telephone number home:

Mobile:

Email address:

EMPLOYMENT DETAILS

Current Occupation:

Name of Organisation:

Job title:

OTHER VOLUNTEER EXPERIENCE

APPLICATION DECLARATION

I confirm that the information I have provided is a complete and true record.

I agree to accept and work to England Netball's Safeguarding and Protecting Young People in Netball Policy and Procedures and Code of Conduct

Print name:

Date:

FOR CLUB USE ONLY

DBS disclosure check obtained through England Netball?

Yes / No