



Cumbria Squash & Racketball Safeguarding and Protecting Young People and Vulnerable Adults in Squash Policy

Cumbria Squash & Racketball is committed to creating and maintaining the safest possible environment for children, young people and vulnerable adults to participate in squash¹ and recognises its responsibility to safeguard their welfare by protecting them from poor practice, abuse or bullying. We believe that people's welfare is everyone's responsibility.

The policy and procedures of Cumbria Squash & Racketball apply to everyone taking part in county activity, whether in a paid or voluntary capacity, including coaches, volunteers and officials, markers and referees, helpers on trips and medical staff. Everyone has a responsibility.

Principles

- Anyone under the age of 18 will be considered a child or young person in relation to this policy and related procedures
- The welfare of the child or young person or vulnerable adult is the first consideration
- All children, young people and vulnerable adults, regardless of age, ability, gender, ethnic origin, religious belief, race or sexual identity have a right to protection from abuse
- The rights, dignity and worth of all young people and vulnerable adults should always be respected
- All concerns will be taken seriously and managed accordingly within our Policies and Procedures
- All allegations will be taken seriously and responded to quickly and fairly
- It is the responsibility of safeguarding experts to determine whether or not abuse has taken place but it is everyone's responsibility in Squash to act appropriately and report concerns
- We recognise the role and responsibilities of the statutory agencies safeguarding children, young people and vulnerable adults and are committed to complying with the procedures of the Local Safeguarding Children Boards²
- Working in partnership with parents and carers is essential for the safeguarding and protection of young people and vulnerable adults

¹ Squash will mean squash and racketball throughout all policies, procedures and documentation

² Local Safeguarding Children's Boards are the key statutory mechanism for agreeing how the relevant organisations in each local area will co-operate to safeguard and promote the welfare of children in the locality. The core membership of LSCBs is set out in the Children Act 2004, and includes local authorities, health bodies, the police and others. The objective of LSCBs is to coordinate and to ensure the effectiveness of their member agencies in safeguarding and promoting the welfare of children

- Confidentiality should be upheld in line with legislation and government guidance

Responsibilities

CSR will:

- Appoint a designated person to manage Safeguarding and Child Protection (the CSR County Welfare Officer)
- Produce Safeguarding and Protecting Young People in Squash & Racketball policies, procedures and guidelines
- Support clubs to adopt and implement England Squash & Racketball Safeguarding and Protecting Young People in Squash & Racketball Policies, Procedures and Guidelines through training and ongoing development
- Respond to all allegations and concerns and implement the appropriate disciplinary and appeals procedures when necessary
- Work in partnership with the statutory agencies as required
- Monitor policy and procedures on a regular basis and review fully on a three year cycle, unless:
 - There is a major change in legislation and government guidance
 - There are major changes in governance of the sport
 - There is a procedural review as a result of a major case

CSR will (and will encourage CSR member clubs to):

- Adhere to these Procedures and Guidelines
- Take responsibility for safeguarding children within their county/club on CSR organised activities
- Appoint a Welfare Officer and ensure they are appropriately recruited, inducted, supported and DBS checked
- Access training to ensure that all members know their responsibility in relation to safeguarding in squash and racketball

Disclosure & Barring Service (DBS)

DBS checks are one element of child protection. England Squash have established a Disclosure & Barring Unit, known as The ES DBS Unit.

All adults who have regular contact with young people and/or vulnerable adults and are considered to be in Regulated Activity must complete a DBS Enhanced Disclosure. If an enhanced disclosure has not been completed and cleared, adults working with young people and/or vulnerable adults must be supervised at all times whilst the county/club waits for the outcome of the disclosure. Adults requiring a check may include:

- Anyone employed by Cumbria Squash
- Coaches (including assistant coaches)
- Team Managers
- Club/County Welfare Officers
- Professional Staff
- Support staff including physiotherapists, fitness staff or doctors

Whistle-blowing

Whistle-blowing is an early warning system. It is about revealing and raising concerns over misconduct or malpractice within an organisation or within an independent structure associated with it.

If there is a concern with regard to the behaviour of an adult towards a young person or young person to young person, and/or vulnerable adult, it is important that they share your concerns with the CSR Welfare Officer

All information received and discussed will be treated in confidence and only shared with those individuals who will be able to manage and resolve the situation, as described on the incident reporting form. On occasion it may be necessary to seek advice, or inform the statutory agencies e.g. The Police or Children's Service Authority.

Positions of Trust

All adults who work with children/young people and/or vulnerable adults are in a position of trust that has been invested in them by the parents, the sport and the child/young person/vulnerable adult. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position.

Sexual intercourse or touching by an adult with a child under the age of 16 years is unlawful, even where there is apparent consent from the child. A consensual sexual relationship between an adult in a position of trust within the Squash setting and a child over 16 years of age is contrary to this policy

In the sports of Squash & Racketball most adults in a position of trust recognise that there are certain boundaries between the coach/official/volunteer and the player which must not be crossed in terms of the relationship with the young player/vulnerable adult. The relationship, in essence, is no different to that between a teacher and the young people in their care, in relation to the abuse of trust. Adults must not encourage a physical or emotionally dependent relationship to develop between the person in a position of trust and the young person/vulnerable adult in their care.

All those within the organisation have a duty to raise concerns about the behaviour of coaches, referees, volunteers, administrators and professional staff which may be harmful to the child/children, young people, or vulnerable adults in their care, without prejudice to their own position.

Version 2.0 February 2021