



BURY ROUNDERS SAFEGUARDING INITIATIVE



Protecting Young People

POLICY AND PROCEDURES

Bury Rounders League
SAFEGUARDING | MANAGEMENT COMMITTEE

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BRSI Foreword

Bury Rounders is a growing sports organisation working towards increasing the participation rates within the sport and is committed to creating greater opportunities for the players, referees, committee and other participants. Sports have had and is a great influence on the way people live and can improve social inclusion. Bury Rounders are committed to instil these values in to game and promoted throughout the League. Most importantly we place the welfare of are teams, players and volunteers a priority. This will ensure a safe and enjoyable environment for all. This Document is here to recognise young people and adult's participating in Bury Rounders deserve to feel safe at all times and have a responsible adult they can contact if they have any concerns about their own safety, or that of others (within or outside Rounders). Bury Rounders is updating the procedures in how we communicate with the Clubs of the League, to ensure all the members are aware of all the policies, laws and legislations and the standards they and we all should be meeting. In the creation of this document, it has been noted that it is not the responsibility of those individuals working in Rounders to determine if abuse has taken place, but it is their responsibility to act upon and report any concerns. This document should be used as a guide for how to act within any situations where concerns arise and includes contacts for relevant other organisations where information needs to be passed on.

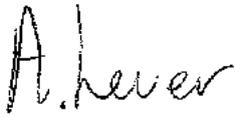
Protecting Young People Foreword

Working in partnership with young people, their parents and other agencies is essential for the protection of young people. Bury Rounders recognise the statutory responsibility it has to protect the welfare of young people and will work with the Local Safeguarding Children's Board (LSCB) and the Children's Social Care Services to comply with their procedures. Protection Young People is part of the Bury Rounders Safeguarding Initiative (BRSI) and recognises a duty to ensure that they are:

- Allowed access to the sport in a way that is appropriate for their age and ability;
- Not required to participate in so many competitions, or to attend training sessions, as to become a threat to their wellbeing;
- Not subjected to any form of discriminatory abuse from any source;
- Not subjected to bullying or undue pressure from any source;
- Encouraged to achieve their full potential at all levels;
- Taught how to behave on and off the field

- Afforded respect, confidentiality and privacy in a competitive and training situation and any other Rounders environment

Arron Lever



Welfare Coordinator

Bury Rounders Management Committee

This policy applies to all participants of Bury Rounders.

The purpose of this policy:

To protect the young people (including children) who participate in any Bury Rounders activity.

Bury Rounders believes that a young person should never experience abuse of any kind. We all have a responsibility to keep them safe. We are committed to practise in a way that protects them.

Principles

This League would uphold the following principles:

The welfare of the child is paramount.

- This principle is enshrined in the Children Act 1989. In any decision taken by the group, the welfare of the child is the paramount concern and takes precedence over those of any adult where there is a perceived conflict of interest.

Independence.

- It is essential that the group is empowered by the organisation to make decisions on the "route" that cases will take without influence or prejudice by others in the organisation.

Confidentiality.

- All safeguarding matters must be regarded as highly confidential and not for disclosure outside the group unless so agreed, on a strictly need to know basis in line with the Data Protection Act and Human Rights Act.

Equality and Anti-discriminatory Practice.

- All decisions made by the group need to be fair, open and transparent. An open mind needs to be kept in all cases until they have been investigated and concluded. The group should be guided by equity policy and the principle that all children have the right to protection from abuse regardless of their race, ethnic origin, gender, disability, religious belief system or sexual orientation.

This policy is based on the following statutory guidance.

- The Children Acts 1989 & 2004
- United Nations Convention on the Rights of the Child 1991
- Data Protection Act 1998
- The Human Rights Act 1998 & 2000
- Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms 2012
- The Protection of Children Act 1999 – all referenced to safeguarding checks.
- What to do if you are worried a child is being abused 2006
- Children and Families Act 2014
- SEND Code Of Practice 2014
- Information Sharing 2015
- Working Together to Safeguard Children and Young People 2015

Bury Rounders Recognise that:

- The child's welfare is paramount.
- A young person is recognised as being under the age of 18 years (Children Act 1989 definition).
- All young people, whatever their age, culture, any disability they may have, gender, language, racial origin, religious belief and sexual identity have the equal right to protection from harm and abuse.
- Young people have the right to expect appropriate support in accordance with their personal and social development with regard to their involvement in the sport of Rounders.
- It is the responsibility of the child protection experts and agencies to determine whether or not abuse has taken place but it is everyone's responsibility to report any concerns.
- An adult has the moral and statutory duty for the care of any child under the age of 18 under their supervision.
- All incidents of poor practice or suspicions of poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All young people have the right to participate in Rounders in an enjoyable and safe environment.

Bury Rounders will seek to keep Young People safe by:

- Valuing, respecting and listening to them
- Having a Welfare team in place thought out Bury Rounders
- Have a Designated Person to deal with all Safeguarding issues raised and will implement any changes in legislation.
 - Develop and update policies
 - Develop and update Guidance
- Respect and promote the rights, wishes and feelings of young people;
- Require Participants to adopt and abide by the BRSI
- Respond to any complaints about poor practice or allegations of abuse.
- Providing effective management of the league
- Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with young people, their families and other relevant people.
- Reporting any concerns no matter how big or small.
- Creating a safe environment

Definitions

The following definitions explain how specific terms are used within this document:

Position of trust:

A position of trust refers to anyone who carries out work, paid or unpaid, on behalf of an agency and who has access to children and/or to privileged information about children as part of their work.

Parent/Carer/Guardian:

A parent or carer refers to the person who cares for the child and has responsibility for them in their day-to-day life.

Responsible adult:

A responsible adult is any member of a club or team who works in a voluntary capacity to improve the team or club, for example, a parent. Responsible adults are similar to parents and carers as they work with a club/team in order to ensure that all participants are safe and they act in a role of supervision.

Child/Young person:

A person under the age of 18 years old

Welfare Coordinator/Designated Person/Lead Welfare Officer

All these job roles will fall under one person, the Welfare Coordinator

Types of abuse

Abuse and neglect are forms of maltreatment of a young person. Somebody may abuse or neglect a young person by inflicting harm, or by failing to act to prevent harm. Young people may be abused in a family, institution, or community setting; by those known to them or, more rarely, by a stranger. An adult or another young person may abuse them.

Definitions

There are four types of child abuse. They are defined in the UK Government guidance. Working Together to Safeguard Children 2015 as follows:

- 1. Physical abuse**
- 2. Emotional abuse**
- 3. Sexual abuse**
 - a. Child sexual exploitation**
- 4. Neglect**

Bullying is not defined as a form of abuse in Working Together but there is clear evidence that it is abusive and will include at least one, if not two, three or all four, of the defined categories of abuse. For this reason, it has been included in this document.

Physical Abuse

A form of abuse, which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional Abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and

learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Adult males do not solely perpetrate sexual abuse. Women can also commit acts of sexual abuse, as can other children.

Child sexual exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Neglect

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy because of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers); or

- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Indicators of Abuse

Indicators that a young person may be being abused include 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 the explanation seems inconsistent.
- The young person describes what appears to be an abusive act involving him/her.
- Someone else (a young person or adult) expresses concern about the welfare of another young person.
- Unexplained changes in behaviour (e.g. becoming very quiet, withdrawn or displaying sudden outburst in temper).
- Inappropriate sexual behaviour especially for their age.
- Encouraging sexually explicit behaviour.
- Distrust of adults, particularly those with whom a close relationship/
- Has difficulty making friends.
- Is prevented from socializing with other young people.
- Displays variations in eating patterns including overeating and loss of appetite.
- Loses weight for no apparent reason.
- Becomes increasingly dirty or unkempt.

It should be recognised that this is not exhaustive and the presence of one or more of the indicators is not proof that abuse is actually taking place.

What to do if you have a concern or someone raises concerns with you.

1. You may become aware that abuse or poor practice is taking place, suspect abuse or poor practice may be occurring or be told about something that may be abuse or poor practice and you must report this to the Bury Rounders Welfare Co-ordinator, or, if the Welfare Co-ordinator is implicated then report to the League Secretary.
2. If you are concerned someone is in immediate danger, contact the police straight away.

You must remember to:

- React calmly.
- Make sure the sufferer know there not to blame.
- Take what they say seriously.
- Keep any questions to an absolute minimum.
- Reassure them.
- DO NOT make promises.
 - Such as;
 - Confidentiality.
 - Everything will work out ok.
 - They will not get away with it.
- BE OBJECTIVE.
- Seek advice.
- Keep confidentiality when needed.
- DO NOT approach the alleged abuser.
 - Doing so could hinder any investigation
 - And or lead to more suffering.

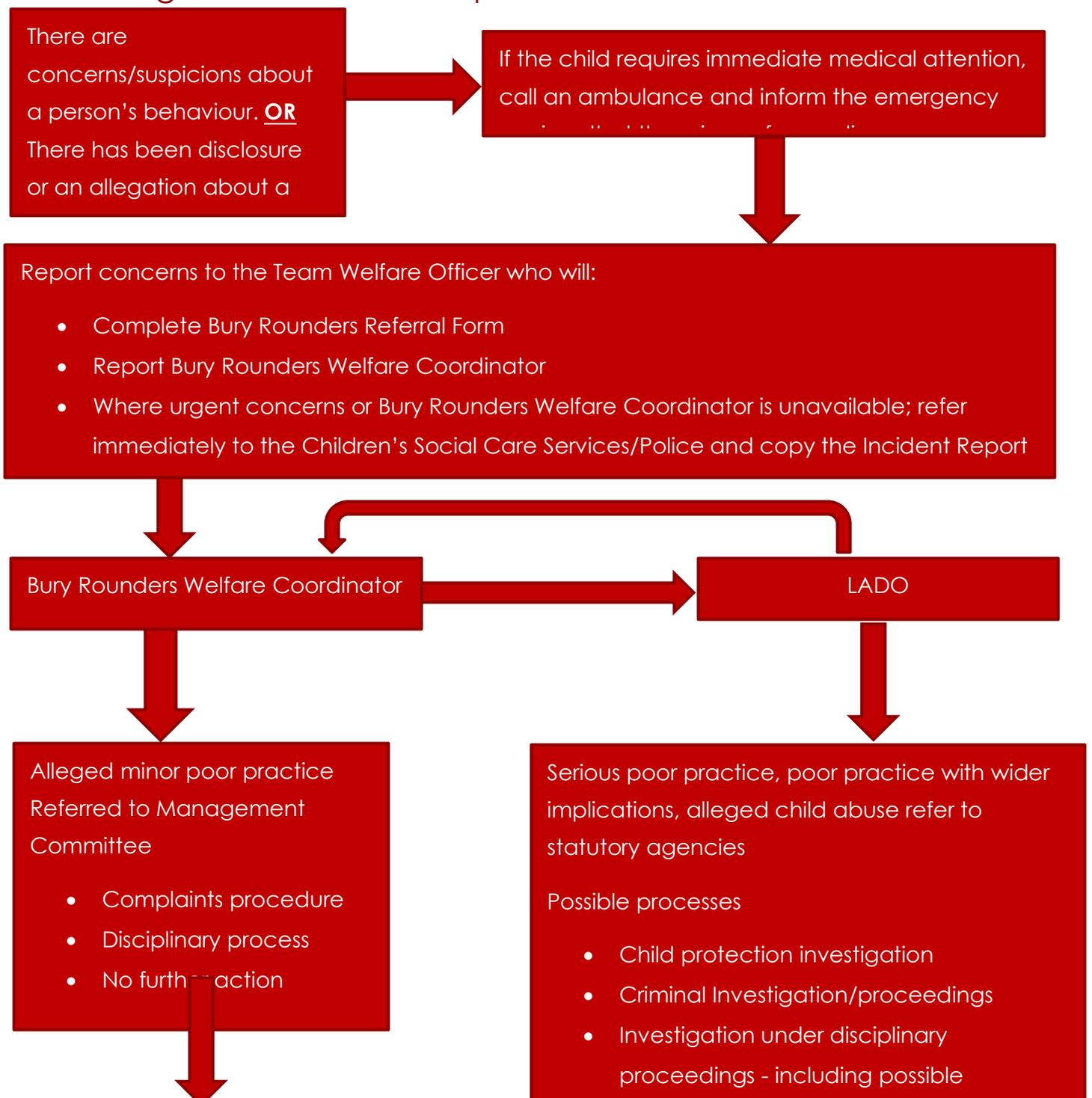
How to Record a Disclosure

No matter your role, you should follow the information below:

1. Make a note of what the person has said using his or her own words as soon as practicable. Complete a Designated Person Referral form.

2. As long as it does not increase the risk to the individual, you should explain to them that it is your duty to share your concern with your Welfare Co-ordinator.
3. Describe the circumstances in which the disclosure came about.
4. Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is accurate.
5. Be mindful of the need to be confidential at all times, this information must only be shared with your Welfare Co-ordinator and others on a need to know basis.
6. If the matter is urgent and relates to the immediate safety of an adult at risk then contact the police immediately.

Dealing with Concerns, Suspicions or Disclosure



Roles and responsibilities of those within Bury Rounders

Bury Rounders is committed to having the following in place:

1. A Lead Safeguarding/Welfare Officer to produce and disseminate guidance and resources to support the policy and procedures.
2. A clear line of accountability within the organisation for work on promoting the welfare of all adults.
3. Procedures for dealing with allegations of abuse or poor practice against members of staff and volunteers.
4. A Welfare Team that effectively deals with issues, manages concerns and refers to a disciplinary panel where necessary (i.e. where concerns arise about the behaviour of someone within Bury Rounders).
5. A Disciplinary Panel will be formed as required for a given incident, if appropriate and should a threshold be met.
6. Arrangements are in place to work effectively with other organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
7. Appropriate whistle blowing procedures and an open and inclusive culture that enables safeguarding and equality and diversity issues to be addressed.

Relevant Policies and Guidance

This policy should be read in conjunction with all policies and guidance in the BRSI.

Contacts

Bury Rounders Welfare Coordinator – Arron Lever	07793485995 ale@holycross.ac.uk
Team Welfare Officer – List can be found in the rule book	Insert details
Bury Rounders League Secretary – Michelle Milne	
Bury Council Emergency Duty Team	0161 253 6606
Bury Police Child Protection Service	0161 856 8063
Bury Metro Social Child Care Services Team	0161 253 5454 / 6606
Social Care Services	0161 259 5151 or 0161 253 6606
Safeguarding Unit	0161 259 6168
Childline	0800 1111
Samaritans	116 123 or 020 8394 8300
Emergency Services	999
Greater Manchester Police	101 or 0161 856 8229
NHS	111 or 0845 4647
Greater Manchester Fire Service	0161 909 0326/27

Further Information

Policies, procedures and supporting information are available on the Bury Rounders website: www.buryrounders.org.uk

Welfare Co-ordinator (also known as Lead Safeguarding or Lead Welfare Officer or Designated Person: *Arron Lever* - 07793485995

Review date

This policy will be reviewed every two years or sooner in the event of legislative changes or revised policies and best practice.