Safeguarding

General Principles:

1. A young person’s welfare is paramount.
2. A young person, regardless of age, ability or disability, gender reassignment, race, religion or belief, sex, social status or sexual orientation has a right to be protected from abuse.
3. The rights, dignity and worth of a young person should always be respected.
4. Deaf and disabled young people have an increased vulnerability and are up to four times more likely to be abused than other young people (Sullivan & Knutson 2000).
5. Volleyball England promotes a telling culture; everyone within volleyball must report all concerns in accordance with Volleyball England’s reporting procedures.
6. It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone’s responsibility within volleyball to report concerns.

Responsibilities of those within volleyball:

Volleyball England is committed to creating and maintaining a safe and positive environment for all young people involved in volleyball. It accepts a responsibility to help safeguard the welfare of young people and protect them from harm.

Every individual and organisation within the Volleyball has a role and responsibility to help ensure the safety and welfare of young people.

In particular, all clubs and others providing opportunities for young people in volleyball must accept that they are required to fulfil their duty of care which means that they must do everything that can be reasonably expected of them to help safeguard and protect young people from any reasonably foreseeable harm.

Everyone within volleyball must act in accordance with the general principles set out in this policy and the principles set out in the particular policies below;

- Use of Disclosure and Barring Service Policy (page 4 of link above).
- Photographic and Recorded Images Policy (page 6 of link above).
- Electronic and Social Media Policy (page 10 of link above).
- Anti-bullying Policy - https://www.volleyballengland.org/~medi a/docs/Anti%20Bullying%20Charter.pdf
- Follow Volleyball England reporting procedures where there are concerns relating to the safety or welfare of young people - http://volleymedia.dyndns.org/docs/Section%203.pdf

Volleyball England’s role:

As the national governing body, Volleyball England, has adopted this Safeguarding & Protecting Young People Policy to ensure that the welfare and safety of young people in Volleyball England’s care or custody is always the primary consideration. We will also support affiliated clubs and associations in adopting and implementing these policies and procedures through access to necessary resources, education and support are available to all those working with young people in volleyball.

England Talent Pathway:

Our commitment to all young people in the England Talent Pathway, is to ensure all staff are properly qualified for their role and meet the industry standards of the ‘Time to Listen’ course.

Commitment:

Volleyball England is committed to providing an environment where young people can learn about, participate in and enjoy volleyball free from bullying, harassment or abuse. We are committed to ensuring that concerns relating to safety and welfare of young people in volleyball are taken seriously and acted upon swiftly and appropriately.

Volleyball England is also committed to directly challenging conduct within volleyball that is, or may be, harmful to young people. It may, therefore, instigate proceedings under its own Safeguarding and Protecting Young People Complaints and Disciplinary Regulations where concerns or complaints are raised (by sources internal or external to volleyball) relating to the safety and welfare of young people. Volleyball England will take action against any person or organisation within its jurisdiction whose conduct is found to have harmed a young person in volleyball or whose conduct (within or outside volleyball) poses or may pose a risk of harm to young people in volleyball. Volleyball England may also refer matters back to a club for resolution at club level where appropriate.
Safeguarding/Child Protection Reporting Procedures

Do you have concern about the behaviour of an adult or young person in volleyball towards a young person?

Yes

Do you have immediate concerns for the safety or welfare of the young person? Do you suspect child abuse or is the young person at risk of imminent harm?

Yes

Is the young person in need of immediate treatment?

Yes

Call an ambulance or doctor or take the young person to hospital. State there is a Child Protection Concern. The doctor will refer the matter to Children’s Social Services.

No

Just poor practice

More than poor practice

No

Inform the Designated Safeguarding Officer (DSO)

DSO informs the Talent Team.

Possible Abuse

Misconduct procedures followed. Situation is monitored.

Poor Practice

Referee / Coaching / Competition / Performance Commission (as appropriate)

The appropriate commission to investigate the concern obtaining necessary evidence to build a case (whilst continually recording action taken and updating the Safeguarding Lead Officer)

Safeguarding Lead Officer consults with / refers to disciplinary lead initiating disciplinary procedures, immediate temporary suspension (with prejudice) and notification of all other organisations. All in consultation with statutory agencies and LADO

Safeguarding Lead Officer consults with / refers to Children’s Social Care / Police and LADO and follows this up in writing within 24 hours

The commission to refer to codes of conduct to see if there is a breach

Action decided to be communicated with individual / group and Safeguarding Lead Officer

Safeguarding Lead Officer to store a record of events for the case

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

Disciplinary process undertaken and hearing held, outcomes and possible appeal

Safeguarding Lead Officer (Rob Payne) will consult with case management team to determine the route for further action

Concerns arise about behaviour towards a child (under 18’s)

Report to Safeguarding Lead Officer (Rob Payne) by completing the ‘Safeguarding incident report form’ (SIRF) found within the Safeguarding & Protecting Young People Policy or http://volleymedia.dyndns.org/docs/incident%20report.pdf

Following England Talent Pathway Camps & Competitions please utilise the procedure on the RIGHT, starting by completing form ‘Safeguarding Incident Report Form’.

Remember:

- For all England Talent Pathway camps and competitions the DSO (Designated Safeguarding Officer) is the Team Manager.
- Be calm, reassure the young person. Be honest, do not make promises you cannot keep. Keep questions to a minimum.
- It is not your responsibility to decide or investigate if abuse has occurred.
- It is your responsibility to take action, however slight your concern.
- Make a factual record of the events, using Volleyball England Safeguarding Referral Form. Forward a copy of the form including any action taken or additional information to the DSO, Talent Team or Rob Payne (Young People Manager) as soon as possible.
- Head office staff are available during normal office hours (9am-5pm Mon-Fri). If out of these hours, please utilize the emergency contact in the camp or competitions pack

Key Contacts:

Talent Team – talent@volleyballengland.org or call the emergency contact

Rob Payne (Young People Manager) – r.payne@volleyballengland.org / 01509 227738

NSPCC - 0808 800 5000 (Adults concerned about a child)
### SAFEGUARDING INCIDENT REPORT FORM (SIRF) page 1

#### Your Details

<table>
<thead>
<tr>
<th>Club/Organisation’s Name:</th>
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<tbody>
<tr>
<td><strong>Position/Role:</strong></td>
<td></td>
</tr>
<tr>
<td><strong>First Name:</strong></td>
<td>Surname:</td>
</tr>
<tr>
<td><strong>Address:</strong></td>
<td>Postcode:</td>
</tr>
<tr>
<td><strong>Email Address:</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Daytime phone number:</strong></td>
<td><strong>Evening phone number:</strong></td>
</tr>
</tbody>
</table>

#### Young Person’s Details

| **First Name:**         | Surname: |
| **Date of Birth:**      | Gender: |
| **Parent/Carer’s Name:** | **Parent/Carer’s Contact Tel:** |
| **Address:**            | Postcode: |

#### Disability (if any):

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</thead>
<tbody>
<tr>
<td>Mixed – White &amp; Asian</td>
<td>Asian/Asian British Indian</td>
<td>Asian/Asian British Pakistani</td>
<td>Asian/Asian British Chinese</td>
<td>Other Ethnic Group (please state):</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Black/Black British African</td>
<td>Black/Black British Other</td>
<td>Chinese</td>
<td></td>
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</tbody>
</table>

#### Details of the individual whose behaviour you have concerns about

| **Position/Role:** |  |
| **First Name:**    | Surname: |
| **Address:**       | Postcode: |

### SAFEGUARDING INCIDENT REPORT FORM (SIRF) page 2

#### Phone number:

<table>
<thead>
<tr>
<th>Age Band (please circle):</th>
<th>Under 18</th>
<th>18-25 yrs</th>
<th>25-50 yrs</th>
<th>50 yrs+</th>
</tr>
</thead>
</table>

#### Relationship to the young person for whom there is concern:

Are you reporting your concerns or passing on those of somebody else? If the latter, please provide their name and if possible contact details.*

Please describe the concerns/observations. Include dates, times, venues, etc of any specific incidents.*

Have you spoken to the young person(s)? If so, please give details of what was said and when*.

Have you spoken to the parent/carer of the young person(s) involved? If so, please give details of what was said and when*.

#### Action taken so far:

- *Please continue on a separate sheet where necessary.
  
  Remember to maintain confidentiality. Do not discuss this incident with anyone other than those who need to know.
  
  This form should be returned to either the Club or Regional Safeguarding Officer in your locality or Volleyball England’s Lead Safeguarding Officer at Volleyball England, marked "PRIVATE & CONFIDENTIAL."