

SAFEGUARDING + CHILD PROTECTION | POLICY

OUR MISSION STATEMENT:

FIRST SPORTS COACHING HAVE A GUARANTEE ON FULL COMMITMENT TOWARDS CREATING AN EFFECTIVE CHILD PROTECTION POLICY AND SAFEGUARDING OF CHILDREN. OUR POLICY WILL MAKE SURE THAT ALL ADULTS/ CHILDREN THAT ATTEND OUR SESSIONS. OR CLUBS WILL BE COMFORTABLE AND FEEL SAFE AND PROTECTED WHILST PARTICIPATING.

WE ARE HERE TO CREATE AN ENVIRONMENT THAT IS NOT JUST SAFE, BUT IS ALSO POSITIVE FOR ALL OF OUR PARTICIPANTS REGARDLESS OF THE SPORTING ACTIVITY/ EVENT. MOREOVER, WE ARE COMMITTED TO THE WELFARE OF YOUNG ADULTS / CHILDREN AT ALL TIMES, AND WE UNDERSTAND THAT THEY HAVE THE RIGHT TO COMPLETE PROTECTION FROM ANY FORM OF ABUSE. SO, ANY REPORT WILL BE TAKEN SERIOUSLY AND RESPONDED TO WITH IMMEDIATE ACTION.

DEFINITION OF ABUSE AND NEGLECT:

THERE ARE FOUR MAIN FORMS OF ABUSE THAT YOUNG ADULTS/ CHILDREN CAN SUFFER FROM.

- **SEXUAL ABUSE** - CAN BE OF SEVERAL FORMS INCLUDING PHYSICAL INTERCOURSE, SHOWING YOUNG ADULTS / CHILDREN EXPLICIT MATERIAL IN THE FORM OF VIDEOS OR MAGAZINES, AND INNAPROPRIATE SEXUAL CONVERSATION/ COMMENTS.
- **PHYSICAL ABUSE** - TO YOUNG ADULTS / CHILDREN, INCLUDES HITTING, SHAKING, SQUEEZING, BITING OR BURNING. IN PHYSICAL ACTIVITY, ABUSE CAN ALSO OCCUR WHERE THE INTENSITY OF TRAINING EXCEEDS THE CAPACITY OF THE CHILD'S BODY.
- **EMOTIONAL ABUSE** - IS WHEN PERSISTENT OR EMOTIONAL ILL TREATMENT IS LIKELY TO CAUSE DAMAGE TO THE CHILD'S EMOTIONAL WELL BEING. EXAMPLES INCLUDE BULLYING, DISCRIMINATION, OR VERBAL ATTACKS WHICH LEAD TO THE YOUNG ADULTS / CHILD'S LOSS OF CONFIDENCE AND SELF ESTEEM.
- **NEGLECT** - CAN OCCUR WHEN A CHILD IS NOT GIVEN THE SAME AMOUNT OF ATTENTION FOR DEVELOPMENT AS THE OTHER YOUNG ADULTS / CHILDREN. IT MAY ALSO BE A FAILURE TO PROTECT A CHILD OR INTERVENE WHEN A CHILD IS AT RISK OF HARM. ALL CHILDREN HAVE THE RIGHT TO EQUAL ATTENTION REGARDLESS OF ABILITY.

PROCEDURE FOR REPORTING ABUSE INCIDENTS + ALLEGATIONS:

COMPLETE A SAFEGUARDING REPORT FORM (CAN BE FOUND IN OUR COMPANY SAFEGUARDING FOLDER)

ALL IMMEDIATE CONCERNS MUST BE REPORTED TO LADO (DETAILS BELOW). DISCUSS ANY SUSPECTED ABUSE MATTERS WITH OUR SAFEGUARDING LEAD - JOSH POLLARD, WHERE POSSIBLE.

IF IT IS NOT APPROPRIATE OR YOU ARE NOT COMFORTABLE DISCUSSING WITH JOSH, YOUR CONCERN MUST BE RECORDED AND REPORTED TO LADO.

INCIDENTS + ALLEGATIONS THAT ARE DEEMED AS EXTREMELY SERIOUS OR IMMEDIATELY ENDANGERING OR HARMFUL TO AN INDIVIDUAL MUST RESULT IN THE POLICE BEING CALLED.

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LADO CONTACT INFORMATION

LADO IN BRISTOL - NICOLA LAIRD (01179037795)
LADO IN SOUTH GLOUCESTERSHIRE - TINA WILSON (01454868508)
LADO IN WILTSHIRE - 01225713945

POLICY AND PROCEDURES:

FIRST SPORTS COACHING HAVE SET CRITERIA IN ORDER TO KEEP A WELL FUNCTIONED CHILD PROTECTION POLICY.

QUALIFIED STAFF MEMBERS

ALL COACHES THAT TAKE SESSIONS WILL HAVE BEEN DBS CHECKED, FULLY INSURED AGAINST PUBLIC LIABILITY AND HAVE AT LEAST A LEVEL 2 IN SPORTS RELATED QUALIFICATIONS. ALL COACHES WILL ALSO HAVE ATTENDED OF COMPLETED A SAFEGUARDING OR A CHILD PROTECTION BASED WORKSHOP/ OR ONLINE QUESTIONNAIRE, THESE ARE CONSISTENTLY REFRESHED EVERY YEAR.

MOBILE PHONES + CAMERAS POLICY

WE HAVE A CLUB MOBILE WHICH PARENTS CAN CONTACT DURING CLUB HOURS. ALL STAFF MEMBERS AND PARTICIPANTS ARE NOT ALLOWED TO USE MOBILE PHONES DURING CLUB HOURS. STAFF MOBILE PHONES ARE STORED IN OUR SAFE STAFF CUPBOARD AND WILL ONLY BE ACCESSED FOR EMERGENCIES OR FOR CONTACT PURPOSES. CHILDREN ARE NOT ALLOWED TO USE MOBILE PHONES DURING CLUB HOURS.

CAMERAS WILL NOT BE USED DURING THE CLUB, THE ONLY OCCASION WHERE CAMERAS MAY BE USED, IS IF PARENTS HAVE GIVEN CONSENT FOR THEIR CHILD TO APPEAR IN A PICTURE WHILST TAKING PART IN AN ACTIVITY DURING THE CLUB. ALL PHOTOS WILL BE DELETED ONCE THE USE OF THE PHOTO IS COMPLETE.

CONFIDENTIALITY POLICY

IF A COMPLAINT OR ALLEGATION IS MADE TO THE COMPANY SAFEGUARD LEAD, THEY WILL TREAT THIS INFORMATION AS CONFIDENTIAL UNLESS THE NATURE OF THE INCIDENT MEANS THAT CHILD PROTECTION AGENCIES OR THE POLICE HAVE TO BE INFORMED. IF THE INCIDENT OR ALLEGATION IS MADE AGAINST OR INCLUDES THE SAFEGUARDING LEAD, THIS NEEDS TO BE REPORTED IMMEDIATELY TO BETA OR LADO.

SMALL MATTERS WILL BE TAKEN SERIOUSLY. A RECURRING OF A 'MINOR' PROBLEM MAY WELL RESULT IN A MAJOR ISSUE. ALL STAFF AND VOLUNTEERS AT FIRST SPORTS WILL TAKE ALL MATTERS SERIOUSLY AND REPORT THEM TO THE DESIGNATED CHILD PROTECTION OFFICER. ALL YOUNG PLAYERS WILL HAVE DIRECT ACCESS TO THE CHILD PROTECTION OFFICERS AND ALL COMPLAINTS WILL BE LOGGED AT FIRST SPORTS OFFICES AND MAINTAINED BY THE CHILD PROTECTION OFFICERS.

SANCTIONS AND DISCIPLINARY ACTIONS

FIRST SPORTS RECOGNISE THAT CHILDREN NEED TO DISCOVER WHERE THE BOUNDARIES OF ACCEPTABLE BEHAVIOR ARE. DISAPPROVAL WILL BE OF THE BEHAVIOR AND NOT THE INDIVIDUAL AND UNACCEPTABLE BEHAVIOR WILL BE PREVENTED VERBALLY. THE YOUNG PERSON SHOULD FIRST BE WARNED THAT A SPECIFIC SANCTION IS TO BE IMPOSED IF THE BEHAVIOR DOES NOT IMPROVE. IF A SANCTION IS SUBSEQUENTLY NECESSARY, IT SHOULD BE CLEAR AND APPROPRIATE TO THE MISBEHAVIOR. THE YOUNG PERSON AND HIS / HER PARENTS SHOULD BE INFORMED WHY THE SANCTION IS IMPOSED.

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STAFF MEMBERS WILL ALSO MAINTAIN HIGH STANDARDS AS ROLE MODELS, REMAINING PROFESSIONAL AT ALL TIMES AND ENSURING THE SAFETY AND WELLBEING OF THE CHILDREN AS A PRIMARY FOCUS. ANY STAFF MEMBERS THAT ARE NOT ABLE TO MAINTAIN THIS STANDARD WILL NOT BE PERMITTED TO WORK FOR FIRST SPORTS COACHING.

WHO IS OUR DESIGNATED SAFEGUARDING OFFICER?

FIRST SPORTS HAVE DESIGNATED JOSH POLLARD FOR ANY CHILD PROTECTION ISSUES. JOSH POLLARD IS RESPONSIBLE FOR:

UPDATING AND MONITORING OUR CHILD PROTECTION POLICY.

RECORDING INCIDENTS IF ANY OF THE CHILD PROTECTION ISSUES ARE REPORTED, BEFORE PASSING THEM ON TO THE RELEVANT GOVERNING BODIES. (SEE BELOW)

ENSURING AND MONITORING THAT OUR COACHES, PARENTS AND PARTICIPANTS ARE ALL ABIDING BY THE POLICY WE HAVE SET.

ENCOURAGING BEST PRACTICE WITHIN ALL ASPECTS OF FIRST SPORTS COACHING AND ITS SERVICES.

IF YOU HAVE ANY CHILD PROTECTION CONCERNS AND YOU WISH TO SPEAK TO JOSH POLLARD, PLEASE CONTACT HIM AT:

07940141060 / INFO.FIRSTSPORTS@GMAIL.COM
FIRST SPORTS COACHING
15 FAIRLAWN,
OLDLAND COMMON,
BRISTOL,
BS30 9PU

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WHERE TO REPORT A CHILD PROTECTION/ SAFEGUARDING INCIDENT:

IF ANY STAFF MEMBER HAS A SERIOUS SAFEGUARDING CONCERN OR ENCOUNTERS AN INCIDENT THAT NEEDS REPORTING. THEY MUST REPORT THIS TO BETA, THE LOCAL GOVERNING BODY IN SOUTH GLOUCESTESHIRE FOR REPORTING SAFEGUARDING INCIDENTS, PLEASE SEE DETAILS BELOW. THESE INCIDENTS OR CONCERNS MAY ALSO INCLUDE OTHER STAFF MEMBERS, SO THESE REPORTS MUST BE CONDUCTED BY THE INDIVIDUAL WITH THE CONCERN IF THIS CANNOT BE RESOLVED EFFECTIVELY.

BETA - SOUTH GLOUCESTESHIRE COUNCIL

"IF YOU HAVE CONCERNS ABOUT YOUR OWN SAFETY, AN ADULT AT RISK OR A CARE SERVICE YOU MUST REPORT IT." - [BETA.SOUTHGLOS.GOV.UK](mailto:beta@southglos.gov.uk)

MAIN CONTACT - 01454868007
MONDAY - THURSDAY 9am - 5pm
FRIDAY 8:30am - 4:30pm

OUT OF HOURS CONTACT - 01454615165

ART - ACCESS AND RESPONSE TEAM - SOUTH GLOUCESTESHIRE

IF YOU HAVE CONCERNS FOR THE SAFETY OF A CHILD OR YOUNG PERSON, CALL THE FOLLOWING NUMBERS:

MAIN CONTACT - 01454866000
MONDAY - THURSDAY 9am - 5pm
FRIDAY 8:30am - 4:30pm

OUT OF HOURS CONTACT - 01454615165

KEEPING BRISTOL SAFE PARTNERSHIP - BRISTOL

THE FIRST RESPONSE TEAM - 0117 903 6444
CARE DIRECT ON 0117 922 2700
THE SAFEGUARDING OFFICE - BRISTOL
01179540993

LADO IN WILTSHIRE - 01225713945

CONTACT 999 IF YOU OR ANY INDIVIDUAL IS IN IMMEDIATE DANGER OR HARM.