


ENGLAND NETBALL		
	Safeguarding Children and Young People in Netball Policy	
	Responsible Officer	Safeguarding & Welfare Manager
	Group Owner	Executive Team
	Date Created / Modified	January 2024
	Version	1.3
	Review Date	January 2026
	Applicable for	This policy is mandatory. It applies to Clubs, Regional Management Boards, County Netball Associations, Staff, contractors, Volunteers and anyone carrying out Recognised and Authorised Netball Activity acting in any capacity within netball where a separate policy does not exist.
Summary	This Policy sets out England Netball'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. England Netball requires all Members, connected participants and Staff to abide by this Policy and all relating procedures and practice.	

Version Control:

Person Responsible	Version and summary of changes	Date
Safeguarding & Welfare Manager	Inclusion of Safeguarding Definition and Types of Abuse. December 2020 guidance on information sharing. Change to title of Responsible Person. Addition of emphasis that Safeguarding is Everyone's responsibility.	January 2022
Safeguarding & Welfare Manager	Change of policy name Updated definitions and links to support and guidance Addition of other types of abuse Alignment with current processes	January 2024

CONTENTS

Purpose and Scope
Definitions
Legislative Framework
What is abuse?
Roles and responsibilities
Duty of care
Wellbeing
Links to support
Contact England Netball

PURPOSE AND SCOPE

England Netball (EN) considers the safety and Wellbeing of Young People as central to its values. As a governing body we accept our responsibility for providing guidance and support to all members, ensuring that netball is enjoyable and safe.

This Policy sets out England Netball'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. England Netball 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 Board members of England Netball. This policy also applies to all players, coaches, Volunteers, Members, contacted participants and anyone carrying out recognised and authorised netball activity. This policy is expected to be followed by all; whether at an England Netball 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.

England Netball 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. Specified people have identified responsibility within the [Reporting a Concern](#) process, but they can only act on the information which others provide to them. Understanding how to recognise concerns and how to respond to them, will help make all parts of the [Reporting a Concern](#) process more effective.

Some concerns may relate to a Young Person's general Wellbeing, rather than due to them being subject to abuse. England Netball 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.

This policy operates in conjunction with the legislation governing Safeguarding and protecting Young People, and England Netball works with external partners to ensure best practice is implemented. It is also to be read in conjunction with the [Codes of Conduct](#), [Safeguarding Disciplinary Regulations](#) and all other relevant England Netball policies and procedures.

We believe that;

- Children and Young People should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all Children and Young People, to keep them safe and to practice in a way that protects them.

We recognise that;

- The welfare of Children is paramount in all the work we do and in all the decisions we take.
- All Children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some Children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with Children and Young People, their parents, carers and other agencies is essential in promoting Young People's welfare.

We will keep Children and Young People safe by;

- Valuing, listening to and respecting them.
- Appointing a nominated Lead Safeguarding Officer for Young People, a deputy and a Board champion for safety and welfare.
- Adopting Child protection and Safeguarding best practice through our policies, procedures and Code of Conduct for Staff and Volunteers.
- Developing and implementing an effective online safety policy and related procedures.
- Providing effective management for Staff and Volunteers through supervision, support, training and quality assurance measures so that all Staff and Volunteers know about and follow our policies, procedures and behaviour codes confidently and competently.
- Recruiting and selecting Staff and Volunteers safely, [ensuring all necessary checks are made](#).
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance.

- With the assistance of clubs, share information about Safeguarding and good practice with Children and their families via leaflets, posters, group work and one-to-one discussions.
- Making sure that Children, Young People and their families know where to go for help if they have a concern.
- Treating all participants with respect and celebrating their achievements in accordance with our [Diversity & Belonging Policy](#).
- Using our Safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving Children, Young People, parents, families and carers appropriately. UK GDPR does not prevent the sharing of information for the purpose of keeping Children safe. Fears about sharing information must not be allowed to stand in the way of promoting the welfare or protection of, Children.
- Using our procedures to manage any allegations against Staff and Volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have effective [complaints and whistleblowing](#) measures in place.
- Ensuring that we provide a safe physical environment for our Children, Young People, Staff and Volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- Building a Safeguarding culture where Staff and Volunteers, Children, Young People and their families, treat each other with respect and are comfortable about sharing concerns.
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DEFINITIONS

Board - means the Board of Directors of England Netball.

Case Management Group (CMG) - any group established by the Board from time to time to oversee safeguarding cases and to make summary determinations

Child or Young Person (Children or Young People) - is defined in law and by England Netball as anyone under the age of 18.

Child Protection in Sport Unit (CPSU) – The CPSU is part of the NSPCC. The Unit was founded to help minimise the risk of child abuse during sporting activities.

Children’s Social Services – local authority teams of social workers with statutory responsibilities to safeguard children. These include receiving and assessing referrals and working with partner agencies to safeguard children.

Club - a collection of individuals that come together from time to time in the form of a netball club through which some or all of those individuals’ become members of England Netball.

Codes of Conduct - means the set of behavioural standards which England Netball establishes as the expected minimum standards of behaviour.

County or County Netball Association (CNA) - An association of Leagues, Clubs, groups and schools as determined by the Board in accordance with the Memorandum of Association or the Articles of Association or other Membership Regulations.

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. Some criminal offences of abuse use this definition.

Recognised and Authorised (Netball) Activity – means recognised versions of the game that have been authorised by England Netball.

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.

Staff - means those employed or holding any other form of contract with England Netball whether on full time, part time or zero hours contracts.

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 otherwise 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?

Abuse is a term used to describe the ways in which Children and Young People may be harmed by others.

The four recognised types of abuse are (with examples);

Physical – intentional harm, hitting, slapping, kicking, shaking, poisoning, burning, drowning

Neglect – denied food, education, nurture, stimulation, medication

Sexual – sexual touching, sexual activity, making child perform acts on another (inc. none contact)

Emotional – Humiliating, criticising threatening, blaming, gaslighting, ignoring, not showing emotion.

Though not included in the 4 main categories of abuse; others to consider are:

Fabricated or Induced illness – when a parent or carer exaggerates or deliberately causes symptoms of illness in the child. The parent or carer tries to convince doctors that the child is ill, or that their condition is worse than it really is.

Female Genital Mutilation – a rare form of abuse affecting some communities more than others (such as some African and Asian cultures). Usually involving young girls being taken to their (or their parents’) home country to have their genitals damaged in a number of ways. Often this results in urinary, ante-natal or other issues in later life. It has no basis in religion.

Domestic Violence – children are now considered victims of domestic violence in their own right (Domestic Abuse Act 2022) even if not physically harmed. The long term affects of parental domestic abuse can be significant on children.

Criminal or sexual exploitation – Young People tricked or coerced into selling drugs or other commodities or exploited sexually for money.

Cyber Bullying – cyberbullying occurs when someone repeatedly makes fun of another person online or repeatedly picks on another person through emails or text messages or uses online forums (including social media) with the intention of harming, damaging, humiliating or isolating another person. It can be used to carry out many different types of bullying (such as racist bullying, homophobic bullying, or bullying related to special educational needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use technology as a means to do it.

Forced marriage – children married, sometimes before the legal age in the UK to someone of their parent/carer’s choosing and against their will.

Radicalisation – the process whereby someone influences a Child or Young Person to an extremist ideology with terrorist or violent intent. Extreme or radical opinions are allowed but if accompanied with violent intentions or actions it should be reported to police or Safeguarding agencies.

Abuse can happen inside and outside the home, but wherever it happens, everyone has a responsibility to act to protect the Child from harm. Abuse results in harm to Young People’s physical, mental or emotional health and/or development. It can be committed by an adult or another Child or Young Person and be by intentional act or a failure to act.

Familiarising yourself with these forms of abuse and considering what you see and hear may be a sign that there is cause for concern, will help you make assessment of whether you need to report your concern. Click here for information on AMEND LINK [Recognising Signs of Abuse](#) and on how to [Report a Concern](#).

IF YOU HAVE ANY CONCERNS, REPORT THEM. Specially trained individuals will determine the support and action required. In the world of sport, there are numerous occasions when abuse may occur, intentionally or unintentionally. Some concerns may fall under the umbrella term “poor practice”; NEW LINK this is still a Safeguarding concern, but not necessarily abuse. Your concern may be most appropriately dealt with at a local level, with support from the Club or County Safeguarding Officer.

ROLES AND RESPONSIBILITIES

SAFEGUARDING IS EVERYONE’S RESPONSIBILITY AND YOU SHOULD RESPOND TO ANY SAFEGUARDING CONCERN YOU BECOME AWARE OF.

England Netball fulfils its Safeguarding responsibilities by ensuring all England Netball Staff are appropriately trained and by supporting netball activity to be delivered appropriately through the provision of advice and guidance to all those in netball, working in partnership with Members, connected participants, Volunteers, Staff and external agencies, including statutory authorities.

England Netball has an appointed Lead Safeguarding Officer, who is responsible for formulating the organisation’s approach to Safeguarding; developing the work programme to implement this policy; providing advice, guidance and resources to the sport of netball to ensure a consistent level of awareness of Safeguarding, and, who is the point of contact for all concerns raised, and to liaise with statutory agencies and other partners.

England Netball has a Case Management Group (CMG) Through which the investigation of the more complex cases will be overseen .They have a key role in the conduct of Safeguarding Disciplinary Cases by agreeing organisational responses such as suspensions and sanctions. This Group is chaired by an appointed member and has the input of the Board champion for safety and welfare, key EN Staff and external, independent experts.

Regional Management Boards promote and educate on Safeguarding practice in their Region. Through regional implementation plans they commit to working with England Netball to promote Safeguarding training throughout their Region, in particular, UK Coaching courses; ‘Time to Listen’ and ‘Safeguarding and Protecting Children’.

Clubs and organisations delivering netball activity are responsible for ensuring the environment in which Young People engage in netball is a safe one, providing them with a fun experience. Clubs must appoint a Club Safeguarding Officer and provide them with the training, support and resources necessary to fulfil their role. They must ensure that all those who carry out regulated activity have up to date DBS checks and are cleared to work with Young People.

Click [here](#) for DBS Guidance.

DUTY OF CARE

England Netball accepts its duty of care for the Young People in the sport of netball and welcomes the Duty of Care in Sport Review (2017) and the Whyte Review (2022). This means we will take reasonable measures to ensure that their participation in activities, which they are invited or permitted to participate in, is safe and enjoyable.

Responsibilities of Clubs and Organisations Delivering Netball Activity

Clubs and organisations delivering netball activity have a responsibility to take all reasonable care for the safety of the Young People involved with their event. The person in charge of the Child or Young Person acts “*in loco parentis*” and is expected to act as a reasonably prudent parent would.

They need to consider the reasonable steps which should be taken to show they have acted to a reasonable standard of care. This should include:

- Adopting the policies and procedures of England Netball into the Club constitution;
- Ensuring that every member of the Club and their parent/carer is aware of who the Club Safeguarding Officer is;
- Ensuring Club and England Netball policies relating to safeguarding are readily available to Members.
- Familiarisation with the Safeguarding Young People in Netball Policy (this document);
- Ensuring [relevant training](#) is provided and kept up to date for Club Safeguarding Officers, coaches and members of the Club; and
- Ensuring everyone knows how to use the [Reporting a Concern](#) process

There should also be:-

- A current register of attendees;
- A current register of contact details, including emergency contacts;
- Confidentially retained records of any medical conditions, allergies, special needs etc for all individuals;

- First aid provision available at all times, both at the club and when off site, and a trained First Aider in attendance;
- Appropriate personnel in place, appointed in accordance with safe recruitment and selection procedures
- Current risk assessments are carried out for the premises and activities.

Clubs should ensure that the Young People in their care only take part in recognised and authorised and appropriately insured activities with suitably qualified instructors/coaches.

Coaches have a duty of care to ensure that the activities they organise are appropriate to the capabilities of each Young Person in their care. They should adhere to the standards set for them by the qualifications they have achieved and not seek to operate at a level which is beyond their current qualification. (for example, a Level 1 coach taking a session unsupervised by a Level 2 coach).

WELLBEING

Many concerns about the welfare of Young People are about their general health and happiness, their Wellbeing, rather than about issues of potential abuse. The evidence our Safeguarding case management process shows is that these issues are significantly more frequent than concerns about abuse. England Netball believes that sport offers many positives in the lives of its young participants and that caring about the welfare of Young People is part of the Safeguarding duty which we all have. People in Positions of Trust can be a great influence in the lives of Young People and so have the potential to notice changes, be available to talk to and to offer advice.

Young People may show signs of behaviour which cause you concern. We recognise that not all issues will be assessed or taken up by Children's Social Services as they do not meet their threshold of 'significant harm' and that local support may be the most effective way of helping the Young Person. We can assist with identifying and supporting the Young Person by raising levels of awareness and acting as a sign posting service to resources and organisations which provide support for parent's/carers or for the Young People directly. More information on health and wellbeing here:

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

LINKS TO SUPPORT

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

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 \(CYPMHS\)](https://www.nhs.uk/mental-health/children-and-young-people/) - 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](https://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

Policy Review

The LSO is responsible for reviewing and updating this policy in line with legislation or statutory changes. This policy document will remain in force until it is amended, replaced or withdrawn.