



SAFEGUARDING POLICY

In line with England Netball Safeguarding Policy, WCNL is committed to creating and maintaining the safest possible environment for adults, children and young people to participate in netball. WCNL recognises its responsibility to promote a safe environment for any concerns to be reported without fear of reprisal. WCNL is committed to ensuring the maximum enjoyment of netball to all players, coaches, volunteers, and other stakeholders.

WCNL adopt England Netball Safeguarding Policies. WCNL operate on the basis that the primary responsibility for player welfare during matches rests with netball clubs, their coach, their Club Safeguarding Officer (CSO) and any other club volunteers. However, like all netball organisations, Leagues have a safeguarding responsibility.

Each team or club entering the WCNL requires a named Club Safeguarding Officer (CSO) as per England Netball requirements irrespective of whether they have any Under 18 players. CSOs are required for EVERY club (even adults only) because adults can have safeguarding challenges at any point in their lives (mental ill-health, domestic violence, or hidden disabilities or neurodiversity). Also, coaches are in a position of power over players and can abuse that position causing a safeguarding issue for adult players too.

The CSO ideally should not be a coach or chair. See Appendix A below for details of this role. The Safeguarding Officer must be named when a team or club affiliates to WCNL and their details are to be shared on all league entry forms. For each team or club with members under the age of 18, the CSO must meet the following requirements:

- Be over the age of 19 years
- Be affiliated to England Netball
- Record their details on Engage.
- Ensure each club has a safeguarding policy
- Have completed the relevant England Netball essential training requirements and ensure this is renewed every three years.
 1. Read the EN Safeguarding Children and Young People in Netball Policy, Safeguarding Adults at Risk Policy, Reporting a Safeguarding Concern Procedure, Club Safeguarding Guidance, DBS Guidance and Codes of Conduct.
 2. CSO's in clubs with under 18 members (even 1) must attend Safeguarding training in line with EN Guidance.
 - UK Coaching 'Safeguarding & Protecting Children' (SPC) Face to face Training.
 - CPSU 'Time to Listen' (TTL) Face to face training.
- Have an enhanced DBS check through England Netball (even if a DBS check is already held through a current employer or/ voluntary position)
 - This needs to be renewed every three years. The CSO must notify the WCNL Safeguarding Officer of the date of their DBS Certificate as well as the Certificate Number.

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The WCNL Safeguarding Officer will intermittently check each club has a recorded CSO and clubs/teams with U18 players the WCNL Safeguarding Officer will ask teams to provide the details of the CSO's relevant training and enhanced DBS.

The CSO is responsible for ensuring, at all matches where their club/team fields an under 18 player(s) and their own parent/carer is not present, they provide a responsible adult (over the age of 19) who is not taking part in the game that night. They must be present for the whole of the game to act as "in loco parentis" and they are expected to act as a reasonable caring parent would.

In addition to every club/team ensuring they have a named CSO each team must ensure they adhere to the following;

- Every team with a player under the age of 18 (even one) should assign a Responsible Adult for each match/competition before the event begins.
- The Responsible Adult is there to promote and support the young player(s) welfare and safety and ensure any injury, medical or safeguarding issues are dealt with appropriately.
- The Responsible Adult can be a CSO, coach, their parent or any other person with the child(ren)'s parent/carer's knowledge and consent. They should be connected to the club in some way to ensure they have some knowledge of the child(ren) they are responsible for.
- The Responsible Adult should be made aware of any medical, medication, disabilities or family safeguarding issues for each player.
- The Responsible Adult **SHOULD NOT** be an on-court player. This is because if the child or playing adult becomes ill or injured, they would not be able to be the Responsible Adult.
- The Responsible Adult can be responsible for more than one child.
- The Responsible Adult is only eligible for a DBS check if they have regular (4 or more times per month) unsupervised contact with a child or children (that is not their own child).
- The Responsible Adult is NOT expected to do the mandatory safeguarding training, but we recommend they do have a basic level of safeguarding awareness. We recommend this FREE online course High Speed Training - Safeguarding in Sport.
- Teams/clubs can assign a different Responsible Adult for every match if they wish. - NB – some venues (particularly schools) insist that at least one adult with a valid DBS is present during any event at their venue, so event organisers may have to consider this when thinking about who is present.
- Any volunteer who has regular unsupervised contact with a child or children (4 or more times per month) must have an EN DBS check. (Unsupervised means they are the adult supervising a child or children on their own without another adult present 4 or more times per month. The most obvious is the volunteer coach who takes a group of children or an individual child one to one on a separate court to coach/supervise them.)
- Any volunteer who has regular unsupervised contact with the child or children must have a minimum of a social membership with EN.

In respect of an under 18 umpires please see the WCNL Young Umpires Policy.

If you require any assistance, support or advice in respect of any of the information above; contact WCNL

Safeguarding Officer Julie Shaw – wcnl Safeguarding@gmail.com

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MORE INFORMATION

The England Netball Safeguarding Guide provides downloadable free resources, including various guidelines, such as, Be Safe Good Practice and Good Practice when communicating with Young People – <https://www.englandnetball.co.uk/governance/safeguarding/>

LINKED ENGLAND NETBALL GUIDANCE AND POLICIES

- Safeguarding Children and Young People in Netball policy
- Safeguarding Adults in Netball Policy
- Safeguarding Disciplinary Regulations
- England Netball Codes of Conduct

Safeguarding Policies and Documents - EN knowledge Centre - England Netball Knowledge Centre

Further reading; -

- Online concern report form: I want to report a Safeguarding Concern - EN knowledge Centre
- Safeguarding for netball clubs: I'm involved in running a Club - EN knowledge Centre
- Sources of external support: Useful Websites for External Support and Advice – EN knowledge Centre

Important Contact Details

If you feel in any immediate danger, get away from the situation quickly, go to a public place to find help or call the police (999).

If you need further advice, please contact England Netball on 01509 277850 or besafe@englandnetball.co.uk.

The NSPCC operates a 24-hour free phone helpline telephone number: 0808 800 5000 or email help@nspcc.org.uk

There is a free 24-hour confidential helpline you can call for help, called Childline. You can call them for free on 0800 1111. Keep trying if you don't get through straight away.

If you are an adult and you are concerned about a child, young person or adult is at immediate risk of harm contact the Police: (999)

If you have any concerns about a child or young person living in Worcestershire and feel that they may need protection or safeguarding contact the Family Front Door. Staff are available Monday to Thursday from 9.00am to 5.00pm and Fridays from 9.00am to 4.30pm - telephone: 01905 822666

If you have any concerns about a child or young person living in Herefordshire and feel that they may need protection or safeguarding contact the Multi Agency Safeguarding Hub - telephone 01432 260800

For assistance out of office hours for both Worcestershire and Herefordshire (weekdays and all day at weekends and bank holidays) - telephone: 01905 768020.



APPENDIX A

The Role of the Club Safeguarding Officer

The Role of the Club Safeguarding Officer

The Club Safeguarding Officer (CSO) is the first point of contact for all safeguarding concerns within the club. They are the main point of contact for all children and adults to report concerns and disclosures; handling concerns calmly and sensitively in line with the England Netball Reporting a Safeguarding Concern Procedures. The CSO is the person to take appropriate action on receipt of any concerns or referrals and liaise with England Netball's Lead Child Safeguarding Officer. The CSO is responsible for giving advice about the wellbeing, safeguarding and protection of all members, promoting good practice and safeguarding within the club and to work with others to ensure that a safe and inclusive environment is achieved.

It is a requirement for all England Netball clubs/teams (and therefore also to compete in WCNL) to appoint a CSO, regardless of whether they have child members.

The Person

- The CSO needs to be comfortable being well known in the club and in playing a lead role in advocating for the children, young people and adults in their environment.
- They need to work with others to ensure that everyone has a fun, enjoyable and safe experience.
- They are passionate about creating an environment that enables children, young people and adults to thrive within netball.
- They need to be accessible and approachable, especially for children, young people and adults at risk.
- Should not be club chair or head coach. Ideally, they will not be a Coach or Volunteer with direct responsibility for Coordinating or Delivering the Child or Adult Programmes at the club, as it is important the CSO remains as independent as possible.
- REQUIRED SKILLS
 - Approachable and Enthusiastic
 - Respectful, Empathetic and Unbiased
 - Professional, Reliable, Committed and Helpful
 - Engaging, Supportive, Caring and Compassionate

Skills

- Approachable and enthusiastic
- Respectful, unbiased, empathetic
- Professional, reliable, committed and helpful
- Engaging and supportive caring and compassionate
- Friendly and a Good Listener
- Organised, and able to create and maintain records appropriately
- Trustworthy, Tactful, and aware of the need for Confidentiality

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PREFERRED KNOWLEDGE

- Awareness of the Local CP network, Police and Social Services Contact Details
- Aware of role of Local Safeguarding agencies, the LADO (Local Authority Designated Officer) and Inter-Agency Child Protection procedures.
- Knowledge of Core Legislation and Government Guidance on Safeguarding
- Have an understanding of poor practice and abuse (behaviour harmful to children, young people or adults at risk or has a potentially negative impact upon their welfare and enjoyment of netball).

ROLE REQUIREMENTS

- Be an EN member, with their details recorded on ENgage
- CSOs for clubs with under-18 members (even one) must have an ENHANCED DBS check completed through England Netball (checks conducted through work or other sport will not be accepted).

ESSENTIAL TRAINING

Every CSO must complete the following actions in relation to Safeguarding and ensure they renew their training every three years. A CSO will need to evidence completion of Safeguarding training.

(1) Read the EN Safeguarding Children and Young People in Netball Policy, Safeguarding Adults at Risk Policy ([Link](#)), Reporting a Safeguarding Concern Procedure, Club Safeguarding Guidance, DBS Guidance, and Codes of Conduct

(2) CSOs in clubs with under 18 members (even 1) must attend Safeguarding Training in line with EN Guidance .

- UK Coaching 'Safeguarding & Protecting Children'* (SPC) Face to Face Training
- CPSU 'Time to Listen'* (TTL) Face to Face Training

*The above training must be renewed every 3 years. The renewal can be done by completing the online training, then 3 years later, renewed by completing the face to face. Repeating this cycle every renewal.

THE ROLE

The CSO is the person with primary responsibility for managing and reporting concerns about abuse or poor practice and for putting in place Safeguarding procedures. It is important however to highlight that Safeguarding is everyone's responsibility and every volunteer at the club should remain vigilant and challenge any concerning behaviour. It is important to work with others in the club to;

- Ensure Safeguarding information, including policies, reporting procedures and details of the CSO are visible both in the club setting and online.
- To promote awareness of the Codes of Conduct for staff, volunteers, coaches, parents and members (Child and Adult)
- To ensure that safe recruitment and induction procedures within the club are followed for all staff and volunteers

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- To ensure that, where necessary, all existing staff and volunteers have an up-to-date EN Enhanced DBS Disclosure Check, which is renewed every three years, and to be the point of contact for DBS risk assessments and clearance communications with EN.

REFERRALS

- To be the first point of contact for club staff, volunteers, members, children, adults and parents for any issues concerning child welfare, poor practice and potential or alleged abuse.
- To work with the EN LSO when concerns arise and ensure that all incidents are recorded and reported correctly via the Online Reporting Form or via Besafe@englandnetball.co.uk
- To Follow the EN Reporting a Safeguarding Concern Procedure
- To ensure concerns are referred on promptly to the relevant agency when necessary (Local Authority Children's or Adult Social Care, Police, or Ambulance as appropriate)
- To ensure confidentiality is maintained and information is only shared on a 'need to know' basis.

GENERAL

- Work with everyone in the club to ensure a positive environment
- Ensure those in positions of trust undertake the necessary safeguarding training
- Assist EN to fulfil its safeguarding responsibilities at Club level
- To sit on the Club Management Committee to advise on safeguarding issues
- To educate the members of their club on the Reporting a Safeguarding Concern procedure and good practice in safeguarding.

For further information,

For further information, contact the Safeguarding Team at England Netball Head Office Email:
besafe@englandnetball.co.uk

Website: <https://www.englandnetball.co.uk/governance/safeguarding>