



Child Protection Policy

The role of District Sports is to help increase and sustain participation within sport. We are a multi-sports company offering a variety of sports that include mainstream and alternative physical exercise programmes.

We aim to achieve this by working with the schools, parents and local authorities to ensure that the highest standards are maintained, with the aim that all children are offered the best possible access to sport.

There are also many groups that are 'under represented' in sport and offering a 'sport for all' policy with a school environment helps to include every child and stamp out this problem.

“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.” (Sport England)

District Sports understands that it must comply with and works within the regional Child Protection Procedures.

Policy Aim

The policies aim is to ensure that the participants are learning in a safe and enjoyable environment which offers many opportunities for them to achieve their full potential. At District Sports we recognise that the welfare of the child/young person is paramount.

District Sports has a duty of care to safeguard all children involved in any District Sports activities from harm. All children have the right to protection and the needs of disabled children and others who may be particularly vulnerable must be taken into account and District Sports will ensure the safety and protection of all children involved in any District Sports activities.

This will be done in accordance to the Child Protection guidelines adopted by District Sports.

A child is defined as person under the age of 18 (The Children Act 1989).

District Sports respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social / economic status. As well as this, District Sports also aims to provide access to sport for all.

District Sports is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

Promoting good practice

Child abuse, particularly sexual abuse, can produce strong emotions in those facing such a situation. It is important to understand these feelings and not to allow them to interfere with the judgement about the appropriate action to take.

When a child enters the club/activity having been subjected to child abuse outside the sporting environment, sport can play a crucial role in improving the child's self-esteem. In such cases the club activity organiser must work with the appropriate agencies to ensure the child receives the required support.

All personnel should be encouraged to demonstrate exemplary behaviour in order to promote children's welfare and reduce the likelihood of allegations being made.

Legislation

District Sports are aware of all the legislations relating to any involvement with and the safety of children. District Sports will therefore adhere and implement legislations relating to working with children/young people to ensure the above statement is met. Legislations such as:

- Protection of Children act 1999
- Human Rights act 1998
- Disability Discrimination act 1995

Responsibility

It is the responsibility of any adult that may come into contact with the children to ensure that they are participating in a safe and secure environment.

All members of staff have the responsibility to oppose discriminatory behaviour and promote equality of opportunity.

District Sports will deal with any incidence of discriminatory behaviour seriously, according to the company or school disciplinary procedures.

District Sports ensures that all its staff when working under the district sports name will always be certified to safely work with and within an environment where children are participating in sport.

District Sports will seek to ensure the safeguarding of children and young people by:

- Valuing them, listening and responding to them,
- Adopting child protection guidelines through procedures and code of conduct for all staff and volunteers. (this includes CRB checks)
- Sharing information about concerns with agencies who need to know, and involving parents and children appropriately,
- Sharing information about child protection and good practice with children, parents, staff and volunteers.

Procedures for referral

District Sports takes all action seriously and will be taken in line with the following legislation/guidance:

- Safeguarding Children in Education 2004
- Working Together to Safeguard Children 2006

Any member of staff or volunteer who receives a disclosure of abuse or suspects that abuse may have occurred must report it immediately to the designated person for Child Protection at District Sports or if unavailable to the most senior member of staff. The designated person will then inform Children Services Referral Team by telephone.

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and distributed on a strictly need to know basis only. Information should be stored in a secure place with limited access to designated people and in line with data protection laws.

Allegations against staff or volunteers

If an allegation is made against a member of staff or a volunteer working for District Sports then the allegation must then be passed onto the designated person for Child Protection or if it concerns the said person, then it must be reported to the Local Authority Designated Officer.

The designated person for Child Protection will then contact one of the Local Authority Designated Officers for consultation.

- Local Authority Designated Officer
- Head of Safeguarding

Training

District Sports is committed to ensuring that all of its staff and volunteers are fully qualified and have access to future development training. This includes having an up to date qualification that has been taken with a recognised governing body within the last 2/3 years.

District Sports requires its entire staff to attend a recognised good practice and child protection awareness training workshop to ensure their practice is exemplary and to facilitate the development of a positive culture towards good practice and child protection.

Practices to be avoided

The following should be **avoided** except in an emergency. If cases arise where these situations are unavoidable it should be with the full knowledge and consent of someone in charge of the club and/or the child's parents.

- Avoid spending time alone with children away from others
- Avoid taking or dropping off a child to an event or activity

Incidents that must be reported/recorded

If any of the following occur they should be reported immediately to the appropriate officer and record the incident. Both the child's parents should be informed if:

- You accidentally hurt a participant
- A participant seems distressed in any manner
- A participant appears sexually aroused by your actions
- A participant misunderstands or misinterprets something you have done or said.

Review

The policy will be reviewed on an annual basis and up-dated where appropriate.