

Safeguarding Children Policy

Last updated November 2023

Rationale

The Jersey Squash & Racketball Association ("JSRA") is committed to creating and maintaining the safest possible environment for children and young people to participate in squash and racketball and recognises its responsibility to safeguard their welfare by protecting them from poor practice, abuse or bullying. The JSRA believe that the welfare of children and young people is everyone's responsibility.

The policy and procedures of the JSRA apply to everyone, whether in a paid or voluntary capacity, including coaches, volunteers and officials in clubs and counties, markers and referees, helpers on club and county trips and medical staff. Everyone has a responsibility.

Principles

- Anyone under the age of 18 will be considered a child or young person in relation to the Junior Safeguarding Policy.
- The welfare of the child or young person is the first consideration
- All children and young people, regardless of age, ability, gender, ethnic origin, religious belief, race or sexual identity have a right to protection from abuse.
- The rights, dignity and worth of all young people should always be respected.
- All staff and members of the JSRA have a responsibility and failure to comply may lead to disciplinary action
- All concerns will be taken seriously and managed accordingly within the Junior Safeguarding Policy.
- All allegations will be taken seriously and responded to quickly and fairly in line with JSRA Policy and Procedures
- It is the responsibility of safeguarding and child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility in Squash and Racketball to act appropriately and report concerns
- The JSRA recognises the role and responsibilities of the statutory agencies safeguarding children and young people and is committed to complying with the procedures of the JCPC (Jersey Child Protection Committee)
- Working in partnership with parents and carers is essential for the safeguarding and protection of young people
- Confidentiality should be upheld in line with legislation and government guidance

Government Guidance and Legislation

The JSRA Junior Safeguarding Policy is based upon principles contained within Jersey, U.K. and International legislation and government guidance. This section gives an overview of relevant legislation and guidance. The JSRA has a legal and moral obligation and responsibility to contribute to making Squash & Racketball safe and child-friendly sports. Our policies and procedures take into account the following:

- The Children (Jersey) Law 2002 (amended 2005)
- Every Child Matters 2003
- The Children Acts 1989 and 2004
- The Protection of Children Act 1999
- The Police Act 1997
- The Criminal Justices and Court Services Act 2000
- The Data Protection Act 1998
- “Caring for the young and vulnerable” - Home Office guidance for preventing the abuse of trust 1999
- The ‘What to do if you are worried a child is being abused’ – 2006
- Working Together to Safeguard Children – 2006
- The UN Convention on the Rights of the Child – 1990
- The Human Rights Act 1998
- The Safeguarding Vulnerable Adults Act 2006

Responsibilities

The JSRA will:

- Appoint a designated person to manage Safeguarding and Child Protection
- Produce Safeguarding and Protecting Young People in Squash & Racketball policies, procedures and guidelines
- Support clubs to adopt and implement JSRA Junior Safeguarding Policies, Procedures and Guidelines through training and ongoing development
- Respond to all allegations and concerns and implement the appropriate disciplinary and appeals procedures when necessary
- Work in partnership with the statutory agencies as required
- Provide access to the CRB service for members and staff to be checked
- Monitor policy and procedures on a regular basis and review fully on a three year cycle, unless:

There is a major change in legislation and government guidance or

There is major changes in governance of the sport or

There is a procedural review as a result of a major case.

Clubs will:

- Adhere to JSRA Junior Safeguarding Policy, Procedures and Guidelines.
- Take responsibility for safeguarding children within their club
- Include the JSRA Junior Safeguarding Policy Statement in their rules and regulations
- Appoint a Child Officer and ensure they are appropriately recruited, inducted, supported and CRB checked
- Access training to ensure that all members know their responsibility in relation to safeguarding young people in squash and racketball.

Recruitment

The JSRA is working towards full implementation of its recruitment and selection policy for staff and volunteers.

The policy covers the following main areas:

- Advertising
- Application
- Screening and Checking
- Interview
- Induction
- Training
- Monitoring

Further details of the policy and guidelines will be updated as necessary and are also available through the England Squash website.

Whistle-blowing

The JSRA has a separate policy on whistle-blowing

Whistle-blowing is an early warning system. It is about revealing and raising concerns over misconduct or malpractice within an organisation or within an independent structure associated with it.

If there is a concern with regard to the behaviour of an adult towards a young person or young person to young person, it is important that you share your concerns with an Officer of the JSRA .

All information received and discussed will be treated in confidence and only shared with those individuals who will be able to manage and resolve the situation. On occasion it may be necessary to seek advice or inform the statutory agencies e.g. The Police or Children's Service Authority.

Positions of Trust

All adults who work with children and young people, are in a position of trust that has been invested in them by the parents, the sport and the child / young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position.

Sexual intercourse or touching by an adult with a child under the age of 16 years is unlawful, even where there is apparent consent from the child. A consensual sexual relationship between an adult in a position of trust within the Squash and Racketball setting and a child over 16 years of age is contrary to the Junior Safeguarding Policy in Squash & Racketball.

In the sport of Squash & Racketball most adults in a position of trust recognise that there are certain boundaries between the coach/official/volunteer and the player which must not be crossed in terms of the relationship with the young player. In essence, this is no different to that between a teacher and the young people in their care, in relation to the abuse of that trust.

Adults must not encourage a physical or emotionally dependant relationship to develop between the person in a position of trust and the young person in their care.

All those within the organisation have a duty to raise concerns about the behaviour of coaches, umpires, volunteers, administrators and professional staff which may be harmful to the child/children or young people in their care, without prejudice to their own position.

Implementation

The implementation of this policy is mandatory and will be supported by an appropriate time-phased plan to ensure compliance and effective delivery.