



Runcorn REPS ASC

Child Protection Policy

Club Information Sheet for Child Protection

Club Welfare Officer

Name: Carol Barker
Tel: 01928 734248

District Welfare Officer

Name: Halton Social Services Team
Tel: 01928 704466

Local Services

Social Services Department
Tel: 01928 704300

Out of Hours Contact No

Tel: 01606 76611

Police Child Protection Team

Tel: 01928 713456

National Body

Amateur Swimming Association
Legal Affairs Department
Harold Fern House
Derby Square
Loughborough
LE11 5AL

Tel: 01509 223150
Swimline: 0808 100 4001

Other Services

Child Protection in Sport UK
Tel: 0116 234 7278
Email: cpsu@nspcc.org.uk

NSPCC Child Protection Line

Tel: 0808 800 5000
www.nspcc.org.uk

Kidscape

Tel: 020 730 3300

Forward

This child Protection policy is based on the ASA Child protection guidelines established in the ASA publication “Wave Power: Child Welfare in Swimming”. The policy is based on best practice policies, which are currently available from the ASA, NSPCC and other sources as well as legal requirements placed on the club in terms of child welfare and duty of care to its child members.

The club’s policy is based on our belief that the responsibility for child protection and welfare is everybody’s, from coaches to committee members to parents and swimmers. In this way all members of the club and their parents should be aware of the child protection policy. Copies should be available to all and there should be a clear encouragement for people to read the child protection policy especially those involved in coaching and administration.

Our Principals

The club has a series of clear principles, which we share with the ASA. These form the foundations for our main policy and procedures;

- The child’s welfare is the main consideration beyond all others;
- All children, regardless of gender, age, racial origin, religious belief, sexual identity and any disability have the right to enjoy sport free from all forms of abuse and sexual exploitation;
- The club has clear responsibilities as an ASA affiliated club for the welfare of children and young people who take part in our sport;
- The club along with the ASA has responsibility to maintain confidentiality in all cases involving child protection in line with current legislation;
- The ASA will not tolerate poor practice in dealing with child protection so the club will take a proactive approach.

For All Child Protection Issues

- The ASA has produced a detailed Child Protection Policy, called “Wave Power” which can be accessed via the ASA website or the clubs Website. Copies are held by the club electronically or from the Clubs Welfare Officer.
- The ASA Child Protection Policy should be followed in all instances of child welfare, abuse or safety concerns. It contains detailed procedures and reporting systems, which must be followed.
- Club Staff shall undertake Child Protection Training, via approved Sports Coach UK Courses, to ensure they are aware of current child protection policies. In addition the club shall undertake periodic reviews of both the ASA Child Protection policy and our own child protection policy with all club staff.

What is Child Abuse?

A child is anybody under the age of 18 years according to the ASA and the law. It is accepted generally that there are four main types of abuse, Physical, Emotional, Sexual and Neglect.

Physical Abuse

This may involve hitting, throwing, shaking, poisoning, burning or scolding, drowning, suffocating, or otherwise causing physical harm or deliberate ill health to a child. It might also occur if a child is forced to train beyond his/her capabilities.

Sexual Abuse

Sexual abuse involves forcing or inciting a child to take part in sexual activities, whether or not the child is aware of what is happening. It may involve physical contact, including penetrative or non-penetrative acts, involving children in looking at, or in the production of, pornographic material, or encouraging children to behave in sexually inappropriate ways.

Emotional Abuse

This is the persistent emotional ill treatment of a child that adversely affects their development. It may involve conveying to a child that they are worthless, unloved, and inadequate, or where inappropriate expectations are put on them. In a sporting context it may involve severe parental or coaching pressure to succeed. Racially and sexually abusive remarks constitute emotional abuse and can be a feature of bullying.

Neglect

Neglect is the persistent failure to meet the physical and physiological needs of a child, likely to result in the impairment of a child's health or development, such as failing to provide shelter, clothing or food, or unresponsiveness to a child's basic human needs. In a sporting context it can mean failing to ensure they are safe or exposing them to harm.

Prevention

Club Guidance

In order to reduce the risk of child welfare being placed at risk and to ensure child protection is well managed at the club the following guidance has been adopted in line with ASA recommendations.

- The club will follow ASA guidelines on recruitment and will ensure that all club personnel in contact with children shall undertake a CRB check. All personnel should undertake a self-declaration form from the ASA.

- The club will publicise the role of the Child Protection Officer at the club with a focus on informing members that the CPO is the appropriate person to contact with issues of child protection.
- The club will ensure it has a clear policy for taking children to events with an appropriate code of practice, ethics and conduct.
- The club will ensure there is an appropriate policy covering operating standards and health and safety to ensure that young people are adequately supervised by trained persons at all times in a safe environment.
- The club will have a clear written policy for bullying.

Good Practice

- The club will have appropriate policies on good practice outlining acceptable behaviour and how this is promoted, and a complaints policy, which is available to all parents and members, which outlines the disciplinary policy of the club.
- All members of the club should sign up the ASA code of ethics each year when renewing their membership.
- Teachers and coaches should be aware they have a duty of care to members until they leave the training venue with an appropriate adult.
- Avoid one to one situations with swimmers unless it is as part of an emergency.
- The club should provide all teachers, coaches and officials with appropriate guidance of suitable conduct and behaviour when working with children.
- The club shall encourage all personnel in contact with children to undertake appropriate training.
- The club will provide children with guidance on how to behave with other children.
- The club will lay down disciplinary procedures for teachers and coaches that are non-violent and do not involve the humiliation of children.
- The club shall develop a culture where children are listened to and treated as individuals.

Recruitment

- During recruitment the club shall operate on the understanding that anybody has the potential to abuse children.
- A potential abuser will seek a role where they are in contact with children.
- The club recognises that at recruitment if the right questions are asked and it undertakes the correct checks a potential abuser will be put off from applying for a position.
- The same procedures need to be followed if the person is employed or voluntary, full or part time.
- Potential abusers will appear to be helpful and kind and may be the friendliest person in a group of applicants. To be kind, friendly and helpful is part of the process by which the abuser becomes trusted and is known as the grooming process.

- They may spend several years gaining the trust of people to enable abuse to take place. In some cases people will train with a club to make themselves invaluable to the club, swimmers, committee and parents before undertaking abuse.

Advertising

- When advertising any positions the club will indicate in the advert that it has a clear child protection policy.
- The club shall also indicate that all checks will be made on all successful applicants.

Application Forms & Interviews

- Application forms and interviews should be designed to elicit information from perspective candidates.
- Application forms should cover:
 - Past careers whether with children or not and employment gaps should be investigated.
 - Any criminal records. Application forms should state that any offences involving children should be disclosed and will disqualify them from work with children in swimming.
 - Whether an applicant has ever been refused work with children in the past and for what reasons.
 - Whether the applicant is known to a Social Services Department. If this is the case then further details should be sought and dealt with in the interview.
 - The application should ask for the names and addresses of two people who are not relatives of the applicant, including the address of the last swimming club the person was involved with. At least one of the references should be able to comment on the person's ability to work safely with children.
 - After the position has been offered the person should complete a CRB form. If they have a current CRB enhanced check the CPO should contact the ASA to see if another is needed.
 - The club should question, at interview, any concerns it has with the person indicated on the application form.
 - All persons should be informed that they might need to undertake child protection training as required by the ASA.

References

- All references should be checked by the club before any person is appointed as a coach, official or helper.

CRB Checks & ASA Registration

- All persons at the club who have contact with children should be fully CRB checked using enhanced disclosure.

- They should also complete an ASA Self Declaration form and should register with the ASA.

Coach Training for Child Protection & Welfare

The ASA is committed to delivering training for all club staff and club welfare officers for child protection awareness. It is anticipated by the ASA that all persons with significant contact with children will undertake child protection awareness training, as it is available.