

SALTASH A.B.C. CHILD PROTECTION POLICY DOCUMENT

SALTASH AMATEUR BOXING CLUB

FOREWORD

The Management Committee [MC] endorses and adopts this Child Protection Policy [CPP]. This document confirms the importance placed on the protection of children and young people and should be accepted as an indication that this MC is determined to ensure that everyone in the organisation takes all necessary steps to protect our young athletes and associated members. Which enables children and young people to flourish in a safe and enjoyable environment.

The appointment of our Welfare Officer will ensure a cohesive transparent approach to this policy.

We will also ensure that all coaches, officials and volunteers are instructed in this policy. In so doing we shall provide a clear understanding of this Policy, seek to develop a culture of understanding of CP issues and a pathway of help and advice when Child Protection concerns are raised.

Designated Officers:

Michy Northfield MBE, Child Protection Officer -07505 265 874
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1. INTRODUCTION and OVERRIDING PRINCIPLES

This Document is a living publication where best practice and continuing review will ensure a transparent and credible approach to child protection within Boxing.

Adherence to this Policy & its Procedures applies to all and is mandatory for all staff, members, athletes, coaches, officials, club officers and volunteers.

This policy document will be subject to major review at least every three years.

It is the responsibility of every adult involved in Amateur Boxing to ensure that every child and young person is able to participate in our sport in a safe and friendly environment. There can be no excuses whatsoever for any form of abuse and all such reported concerns will be rigorously addressed. All should recognise their responsibility to safeguard the welfare of all

children and young people by protecting them from all forms of emotional, physical, sexual abuse and neglect. This includes bullying.

All children and young people should be valued and treated with equity and fairness. The interests and welfare of children and young people is paramount and they have a right to expect the highest standards of care and the MC will expect nothing less from those charged with this duty of care and protection regardless of the child's age, culture, disability, ability, gender, language, racial origin, religious belief or sexual identity.

This policy outlines concise instruction regarding, procedures and responsibilities around child protection. 'Child', 'Children' and 'Young People' are used in this document to identify persons under the age of 18.

All members including joining members, employees, coaches, athletes, officials and volunteers of Saltash Amateur Boxing Club shall be made aware of the mandatory adoption of this policy. This policy is to be openly displayed within the club premises.

2. ELEMENTS OF CHILD PROTECTION MAKING UP THIS POLICY

- **Recognising and referring** – this involves recognising the nature and scope of child protection issues and when there is evidence of a breach of this policy in respect of a child. The first and immediate step to take is to refer the matter to your Club, Welfare Officer, who will immediately forward the details to the Regional Welfare Officer.
- **Prevention and precautions** – this involves identifying areas of risk, including practices and individuals that give rise to CP concerns. In terms of identifying individuals who may pose a risk to children an important part of this process involves CRB certification, and as such is dealt with in some detail within the linked document 'England Boxing CRB Checks and Procedures'.
- **Training and Professional Development of all people involved with Children and Young People** – the Board and Council intends to work with the National Child Protection and Equity Manager [NCPem] in order to establish a framework for the training of Club, Divisional and Regional Welfare Officers, coaches, officials and team managers.

There will always be a robust recruitment process which will address Child Protection issues where the inclusion of references, self-declaration and Criminal Records Bureau Disclosure at the appropriate level will be required.

3. CHILDREN IN BOXING

England Boxing is guided by core values that determine good practice. These values are drawn from the United Nations Convention of Human Rights which incorporates the following:

- Needs of the Child

The experience for children in sport should at all times reflect what is best for children. This demands that their carers and others charged with their welfare should have a basic

understanding of their stages of development and their emotional, physical and personal needs.

- Integrity in Relationships

Adults interacting with children and young people in sport are placed in a unique position of trust and should at all times ensure that they treat them with integrity and respect. The relationship between carer and child athlete must at all times be one of openness and respect. As in society, verbal, physical, emotional and sexual abuse or the threat of such abuse is totally unacceptable.

- Importance of preserving childhood

The importance of preserving childhood should be understood and embraced at all levels within amateur boxing.

- Sporting atmosphere and ethos

Amateur boxing for children and young people should be conducted in a safe, positive and encouraging atmosphere.

Standards of behavior expected of children and coaches in Amateur Boxing should be treated with the same level of importance as those set for sports performance. It therefore follows that standards of sporting excellence should embrace standards of personal conduct.

- Fair Play

This is defined by the European Code of Sports Ethics as:

'Much more than playing within the rules. It incorporates the concepts of friendship, respect for others and always playing within the right spirit. Fair play is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, gamesmanship, doping, violence [both verbal and physical], exploitation, unequal opportunities, excessive commercialism and corruption'

4. STATEMENT OF CP RISKS TO CHILDREN AND YOUNG PEOPLE

It is not possible to identify all the risks to children and young people which Saltash ABC Coaches and volunteers need to be aware of. However the MC feel strongly that some attempt to identify those risks currently apparent should be made and the following list is a guide to the sort of issues that give rise to concern.

It is important to recognise that although incidences of sexual abuse [in its widest definition] exist, and when they occur they are of huge consequence and concern, they are relatively rare and numerically the totality of the non-sexual threats far outweighs them. We would be failing our children and young people if we limited our vigilance exclusively to that of sexual abuse.

As such the MC is concerned to identify and eradicate the following types of behaviour;

- Bullying, which can take the form of bullying practiced on a child or young person by another child or young person [or a group] or bullying by an adult whose role in relation to the child may be as coach, club official or volunteer;

- **Inappropriate training**, this is a form of abuse and involves any activity in which an adult forces or encourages physical training at a level which is too intense and fatiguing for a child or young person.

In boxing this can take many forms including too frequent, hard competitive 'sparing' 'endurance' or 'stamina' training such as over-long runs, or distance runs at a pace that causes extreme fatigue and distress.

There is the risk of over exertion during 'gym work' which could involve inappropriate levels of training in excess of a child's natural capacity, or with a frequency that is inappropriate for their age and physical development.

- **Placing unrealistic expectations of success on a child or young person**. Each child or young person has their natural ability which can be developed by training and coaching. However any adult with responsibility in this area should be aware of their limitations and be realistic about the goals that a child or young person should be set.
- **Disabled People**. There have been a number of studies which suggest children [or adults] with disabilities are at increased risk of abuse. Various factors contribute to this, such as stereotyping, prejudice, discrimination, isolation and a powerlessness to protect themselves, or adequately communicate that abuse has occurred.
- **Race and Racism**. Children from black and minority ethnic groups [and their parents] are likely to have experienced harassment, racial discrimination and institutional racism. Although racism causes significant harm it is not, in itself, a category of abuse. However, this may be categorised as emotional abuse, under child protection procedures.
- **Drugs and Doping**. This is the scourge of all sports and it cannot be pretended that this problem does not exist within Amateur Boxing. Any exposure of a child or young person to drug taking or doping is a serious abuse of a child or young person and a significant Child Protection issue.
- **Verbal Abuse**. This can consist of verbal admonishments rather than encouragement and tuition. Swearing and the use of inappropriate language, metaphor or simile can constitute abuse and can be threatening to children, giving rise to anxiety and fear. Inappropriate language will not be tolerated.
- **Physical Abuse**. It is never acceptable to physically assault a child or young person. Certain forms of physical contact such as restraint might be justified for the child's safety. Physical contact for the purpose of coaching and instruction is obviously permissible but care needs to be taken.
- **Mismatching Opponents**. In Amateur Boxing, guidance within the Rule Book for the matching of children and young people is extensive. It should be noted that such infringements of these rules can on many occasions constitute abuse and shall be dealt with under this Policy and through discipline procedures.
- **Favouritism**. It is tempting to lavish praise and attention on young athletes who appear to be developing quickly and showing talent. It is wrong however to do this in a way that undermines other athletes in the group or makes anyone feel inferior. It is important to give proportionate attention to all children and young people under the control and supervision of an adult.

- **Neglect.** If a child or young person is placed under the care and supervision of an adult it is that adult's duty to attend to that child or young person's welfare and not to neglect the child even if there are competing pressures on the supervising adult's time and attention.
- **Sexual Abuse.** This includes any form of physical contact with a view to sexual gratification or sexual activity however minor both upon and towards a child or young person. Sexual abuse arises wherever an adult uses a child for sexual gratification however it is done.
- **Video and Film.** In some sports there have been incidences of people filming children participating in sport for the purpose of sexual gratification and circulation. The filming of children must be controlled and only carried out for a proper purpose and with the correct authority – in Amateur Boxing authority is granted by those who issue tournament permits. Such activity should never be carried out within changing rooms even under permit.

Note: All persons who participate in commercial [for payment] photography and / or video recording at any establishment [this shall include gymnasiums and tournament venues] within Amateur Boxing must be in possession of a 'current' CRB Disclosure.

The above examples are merely a selection of the types of behavior which we aim to eliminate from our sport. It is not an exhaustive list.

The over-riding principle is that any behavior that threatens the welfare of a child or young person is prohibited and requires reporting and possible action. The participation of children and young people in the sport of Amateur Boxing should be enjoyable and safe. Any behavior that affects these goals amounts to a Child Protection issue.

As well as identifying and eliminating Child Protection threats arising from a child's participation in the sport of Amateur Boxing, all responsible adults should be aware of indicators of abuse that may be taking place away from the sport, for instance at home or school.

5. GUIDELINES FOR CLUB CHANGING ROOM POLICIES

The main points around changing room policy is as follows:

- Adults and young people [under 18 years] should not change or shower at the same time;
- Separate changing facilities must be provided for males and females – the exception can be that females, adults and young people change at different times;
- If adults and young people do change and/or shower together, parental consent must be obtained and, parents should be allowed to supervise such changing arrangements;
- Changing and shower areas are provided for just that, all members of clubs should be encouraged to shower and change in a timely way and quit the changing area upon completion.
- If a young person does not wish to shower / change at the club they must not be forced to do so, in these circumstances issue should not be made regarding this.
- The practice of unauthorised entry into changing room areas should not be permitted examples are at gymnasiums and / or tournaments where visitors gather to support

an athlete. Club officials and / or Officials in Charge should ensure that such practices do not take place.

- The use of photography of any type is strictly forbidden in changing rooms. This practice may well lead to disciplinary action.
- The practice of children and / or young people changing in public areas will not be tolerated examples of this are at tournaments held in licensed premises where a bar area is used for changing whilst at the same time, members of the public are present or even consuming alcohol.
- At tournaments, the practice of weighing-in both children and adults in changing rooms is not permitted. Such procedures may take place in a separate area however, when children are being weighed, the room must be cleared of all who are not authorised to be present.
- The policy of allowing all coaches / competition secretaries and spectators to attend throughout will not be permitted. In brief terms, officials in charge must ensure that 'only those who expressly need to be present are present.
- Parents of children who weigh-in may be permitted to be present during the weigh-in of their child only.

This list is not exhaustive and coaches and officials in charge must adopt common sense and proportionality when dealing with concerns around changing areas for children and young people.