

Safeguarding in UK Ultimate - Ultimate Clubs

This document was last reviewed on **03/04/2017** by **Joe Wyatt**. This should happen every three years.

It is important for everyone to work together and with key services to safeguard all children, we all have a part to play and build up a bigger picture.

1. **Policy Statement**

This policy is designed for an Ultimate club in the UK to follow to protect and safeguarding children and young people:

- Setting up a committee which can uphold this policy.
- Appointing appropriate responsible adults and coaches.
- Creating a culture of safeguarding and good practice.
- How to report concerns and abuse.
- Photographs and filming.

This document is to be read in conjunction with *UK Ultimate Safeguarding and Child Protection Policy*.

2. **Club Committee**

It is recognised that the responsibility for safeguarding in a sports clubs falls to the organising committee with the support of the sport's governing body. As such, committee members are expected to support the processes of safeguarding.

Committees must ensure that:

- A designated safeguarding officer is appointed for the club, as a point of contact for concerns and allegations.
- Appropriate steps are taken to ensure that those in positions of authority are both suitable and capable.
- All concerns and allegations are followed up and if needed pass on to the necessary services.

It is not the responsibility of any individual to decide whether or not abuse has taken place. However there is a responsibility to act on any concerns by reporting these to the appropriate designated person.

2.1 Suitability of People in Positions of Authority

UK Ultimate recognises that safeguarding is key to all relationships between children and young people that all reasonable steps are taken to ensure that all steps are taken to make sure best practice and procurers are followed.

2.2 Pre-selection Checks

- People who are in positions of authority will make self-disclosures about any criminal records.
- Consent should be obtained from an applicant to seek information from the Disclosure and Barring Service.
- When working with children and young people an enhanced check will be standard.
- Two confidential references, ideally including one regarding previous work with children. These references must be taken by the club committee and confirmed through telephone contact.
- Evidence of identity. Photographic identity such as passport and driving licences are standard.

2.3 Training

In addition to pre-selection check, the safeguarding process includes continued training after recruitment to help people to:

- Analyse their own practice against established good practice, and to ensure their practice is not likely to result in allegations being made.
- Recognise their responsibilities and report any concerns about suspected poor practice or possible abuse.
- Respond to concerns expressed by a child or young person.

Training can be done through local charities, government or online. The UKU recommends this course <http://www.nspcc.org.uk/what-you-can-do/get-expert-training/child-protection-sport-online-course/> or similar.

2.4 Additional

- Relevant personnel to complete a recognised awareness training course on safeguarding.
- Relevant personnel to receive advisory information outlining good practice and informing them about what to do if they have concerns about the behaviour of an adult towards a young person.
- Relevant personnel to gain a national first aid training qualification.
- Updating training when necessary. Information about meeting training needs can be obtained from Sports Coach UK, the NSPCC and the Sports Councils.

3. Club Coaches

It is understood that people who coach in clubs do not necessarily have to be registered as coaches with UK Ultimate Ltd. People who fall in to these criteria are still subject to the framework which determines the **Suitability of People in Positions of Authority** when these people are coaching children and young people.

The club recognises that UK Ultimate requires registered coaches to obtain the following:

- Coaches to attend a recognised 3-hour good practice and safeguarding awareness training workshop, to ensure their practice is exemplary and to facilitate the development of a positive culture towards good practice and safeguarding.
A First Aid qualification.

3.1 Responding to Allegations and Suspicions

The Club will fully support any person, who in good faith, reports a concern that someone is, or may be, abusing a child or young person.

3.2 Concerns about poor practice

Reporting poor practice of anyone who is coaching or in a position of authority at a club with children and young people should be made to the club's **designated safeguarding officer**.

- If, following consideration, the allegation is clearly about poor practice then the designated safeguarding officer will deal with it as a misconduct issue.
- If the allegation is about poor practice by the designated safeguarding officer, or the matter has been handled inadequately and a concern remains, it should be reported to the relevant **designated safeguarding officer** of **UK Ultimate** who will decide to deal with the allegation and whether or not to take the issues further.

3.3 Concerns about suspected abuse

Concerns about suspected abuse should be made to the **designated safeguarding officer** of the club. This can be done via telephone, incident form, email or other means. After reporting a concern it is expected you are able to make yourself available to discuss the concern with the designated safeguarding officer.

If for any reason a safeguarding officer cannot be contacted and it is felt that a child is in immediate danger or in exceptional distress it would be considered appropriate to contact social services or the authorities.

- Any suspicion that a child or young person has been abused should be reported to the designated safeguarding officer, who will take such steps as considered necessary to ensure the safety of the child or young person in question and any others who may be at risk.
- The designated safeguarding officer will refer the allegation to the social services department who may involve the police.
- The parents or carers of the child or young person will be contacted as soon as possible following advice from social services.
- If the designated safeguarding officer is the subject of the suspicion / allegation, the report must be made to the appropriate **designated safeguarding officer** of **UK Ultimate** who will refer the allegation to social services

3.4 Internal Enquiries and Suspensions

- The clubs designated safeguarding officer will make an immediate decision about whether any individual who is the subject of an accusation of abuse should be temporarily suspended pending further police and social services inquiries.
- Irrespective of the findings of the social services or the police inquiries, the committee may assess all individual cases to decide whether a club member can be reinstated and how this can be sensitively handled. This may be a difficult decision particularly where there is insufficient evidence to uphold any action by the police. In such cases, the committee must reach a decision based upon the available information which could suggest that on a balance of probability, it is more likely than not the allegation is true.
- The welfare of the child or young person should remain of the paramount importance throughout.

4. Extra resources

The Child Protection Sport Unit has a range of resources to advice on particular areas such as mixed age groups, travel and staying away for a tournament, these can be found here: <https://thecpsu.org.uk/>