

Wellow Recreation Child Protection Policy

Wellow Recreation (WR) is committed to ensuring all Children (i.e under the age of 18) participating in sport and recreation have a safe and positive experience.

We will do this by:

- Recognising all children participating in sport and recreation (regardless of age, gender, race, religion, sexual orientation, ability or disability) have the right to have fun and be protected from harm in a safe environment
- Ensuring individuals working or volunteering within WR provide a welcoming, safe, and fun experience for children
- Creating a way in which the views and experiences of WR and its activities by children and young people can be gathered and acted upon
- Appointing a WR Welfare Officer and ensuring they are supported to ensure they understand child protection issues, with training if necessary
- Ensuring all people who work or volunteer for WR are aware of this policy and its implications for them
- Ensuring that parents, children and volunteers/staff know who in WR to turn to as a local source of procedural advice
- Ensuring correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns.
- Providing an environment where people have the opportunity to voice any concerns (about possible suspected child abuse/neglect, and/or about poor practice) to the WR Welfare Officer
- Ensuring all suspicions concerns and allegations are taken seriously and dealt with swiftly and appropriately
- Ensuring access to confidential information relating to child safeguarding matters is restricted to those who need to know in order to safeguard children – including the WR Welfare Officer and the appropriate external authorities, such as the Local Authority Designated Officer (LADO).

In addition to the above:

- All coaches engaged from external organisations or other paid staff and volunteers from outside WR must provide evidence of appropriate DBS vetting clearance before coaching is provided to people under 18.
- All volunteers from within WR who provide coaching or training to people under 18 years of age must be DBS vetted and cleared. This will not apply to people 'hosting' group activities where no training or coaching is offered (for example, club tennis sessions for mixed ages).
- Chairs or Leaders of sports sub-groups are responsible for keeping records of volunteers and staff interacting with children, ensuring DBS compliance and reporting this to the WR Welfare Officer.
- Any physical contact with people under 18 required in the process of coaching must be appropriate and necessary and with the young player's full consent and approval
- No volunteer or staff member will engage in any form of sexually related contact with a young player or engage in sexual innuendo, flirting or inappropriate gestures and terms.
- If a child or young person is reported as having a disability, the person responsible for the session is responsible for considering what reasonable adjustment is required to enable their participation and discussing and agreeing this with the young person and parent/responsible adult.

- Bullying of any description, whether by adults or other children, will not be tolerated and is to be immediately reported to the WR Welfare Officer who will take action to investigate and address the issue
- There are no changing facilities at the playing field, including the future Pavilion, so children, volunteers and staff must arrive attired for sport.
- Any parent permitting their child to engage in any WR supported activity implicitly agrees to WR officials and those authorised by them taking photographs of sporting and other activity that may be used for publicity and other purposes. Any parent who disagrees with this, must inform the Chair or WR Welfare Officer and that child will be excluded from photos.
- If, in the future, a WR sports team travelling to play sporting fixtures, new guidelines will immediately be adopted for child welfare on sporting trips.
- Any electronic or written communication from WR to people under 18 will also be sent to their parents or legal guardian
- Further specific policies and statements will be agreed relating to individual sports as required including:
 - For cricket, no child will be allowed to bat or keep wicket without appropriate head protection. ECB fast bowling rules will be applied.

Whistle Blowing

If any WR member, adult or young person, or any external person involved in WR has reason to believe these guidelines are being broken, they have a responsibility for raising concerns to prevent the problem worsening or widening, to protect/reduce risk to others and to prevent becoming implicated.

Reports should be made immediately to the WR Welfare Officer. The person making the report will be given information on the nature and progress of any enquiries. Their identity will, if at all possible, be withheld, except to the minimum number of individuals practicable. If the concern proves to be unfounded, no action will be taken against them. However, malicious allegations may result in sanctions being taken.

In the event of an allegation being made against someone – WR will use the ECB guidance as a framework for investigations and police involvement.

Responsibility, recording parental and child consent

- Where people under 18 participate in coaching or other activity supervised by paid outside coaches, they are under the care and responsibility of that coach.
- Where people under 18 participate in coaching or other activity that is organised or supervised by a WR volunteer, responsibility for care remains with the parent – whether they attend and remain or not.
- In both the above situations, the WR player profile form should be completed by the parent to help ensure the welfare of the young person.
- Where people under 18 participate in informal group activities hosted by a WR volunteer, responsibility for care remains with the parent – whether they attend and remain or not. The player profile form is not needed in these circumstances.

Awareness of this Policy

This policy will be publicised to all WR members through village communication methods and (once in place) through being posted in the Pavilion.