



Safeguarding Policy

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England Netball Safeguarding Team - [England Netball | Report a Concern](#)

1. Purpose

Birmingham Panthers are a professional Netball Club based in the West Midlands. Our senior team competes in the England Netball Superleague Competition.

As a business, we will also run many outreach programmes within the community which can range from work in schools, to netball development camps for young people.



Birmingham Panthers fulfils its safeguarding responsibilities by providing advice and guidance to all those in netball and by working in partnership with members, connected participants, staff and external agencies, including statutory authorities.

Birmingham Panthers has an appointed a Safeguarding Officer, who is responsible for formulating the organisation's approach to safeguarding; developing the work programme to implement this Policy; providing advice, guidance and resources to the Birmingham Panthers to ensure a consistent level of awareness of safeguarding and who is the point of contact for all concerns to be raised with and to liaise with the statutory agencies and other partners. The Safeguarding Officer has gained a qualification in the safeguarding of children via England Netball - our national governing body and has an up-to-date knowledge of safeguarding.

Birmingham Panthers recognises the need and is committed to giving equal priority to keeping all children and young people safe regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

This document has been written with the intentions to safeguard all children and young people visiting Birmingham Panthers and those whom we interact within the community. Our aim is to create an environment for children to participate, spectate, and enjoy sport safely. Given the nature of much of our work within Academies and the community, we also recognise the need to lower barriers for those from vulnerable groups. Therefore, this document aims to create a clear and concise pathway of action and communication for participants to feel heard and respected in all aspects of safeguarding. This Policy sets out Birmingham Panthers approach to fulfilling its commitment to creating and maintaining a safe and enjoyable environment for the young people who take part in the sport of Netball. Birmingham Panthers requires all members, connected participants and staff to abide by this Policy and all relating procedures and practice.

Everyone has a responsibility for safeguarding the welfare of young people and this is no less the case in Netball. Specified people have identified responsibility within the Reporting a Concern process, but they can only act on the information which others provide to them. Understanding how to recognise concerns and how to respond to them, will help make all parts of the Reporting a Concern process more effective.

Birmingham Panthers considers the safety and wellbeing of young people as central to its values. As such we accept our responsibility for providing guidance and support to all to ensure that Netball is enjoyable and safe. We require risk assessments on all coaches, support staff looking to take a role in providing netball to young people and take seriously all concerns regarding their wellbeing or protection from abuse. All those working with children will be subject to the required DBS checks or will be supervised by someone with the appropriate DBS check.

Some concerns may relate to a young person's general wellbeing, rather than due to them being subject to abuse. Birmingham Panthers recognises its responsibility to support the netball community by providing assistance to individuals in need.



2 Responsibilities

Employees, workers, agency staff, consultants, coaches and volunteers working within Birmingham Panthers are responsible for familiarising themselves with Birmingham Panthers safeguarding policy, ensuring the safety and welfare of all children and vulnerable adults as well as promoting best practice and creating a safe and inclusive environment to prevent harm occurring through awareness of what constitutes abuse and neglect. This expectation is set on recruitment, induction and in regular communications. Specific responsibilities by role and activity are detailed below:

2.1 The Safeguarding Officer

The Safeguarding Officer will be the point of contact for any concerns about children or young people. It is their responsibility to oversee safeguarding within Birmingham Panthers and ensure all employees, coaches, support staff and volunteers are aware and follow the policy.

The Safeguarding Officer is responsible for taking action and dealing with any concerns or reports disclosed in a confidential and non-judgmental way. It is also their responsibility to inform the relevant sporting body, Local Authority Designated Officer, Social Services or the Police of any allegations made when applicable.

The Safeguarding Officer is responsible for the implementation of the safeguarding operations, processes, and policies across Birmingham Panthers. The Safeguarding Officer is also responsible for the induction and training of safeguarding across Birmingham Panthers. The Safeguarding Officer forms an important part of the incident management and reporting process should incidents need to be escalated, as well as the organisation and management of quarterly meetings to review and report on safeguarding operations and incidents.

2.2 Academy & Community Coaches and Volunteers

During programme delivery each group will be supervised by a coach with the appropriate qualifications.

All Community & Academy Coaches will have received the terms and conditions of their engagement which includes this policy document so that they are aware of the policy and procedures at Birmingham Panthers surrounding the safeguarding of our participants.

All adults who work at Birmingham Panthers will have access to this document as part of their engagement. Thus, ensuring that they are aware of the standards set whenever participants are around.

Birmingham Panthers has built a safeguarding culture where all employees, coaches and volunteers are made fully aware of the standards, policies, and practices surrounding the safeguarding of young people prior to their integration with the organisation's work.

2.3 External programmes and policy

Birmingham Panthers perform much of their work in hosted venues and by other organisations. In these instances, the member of staff or Coach appointed to run these sessions shall coordinate with the venue in regard to the relevant risk assessments required and any safeguarding concerns around the venue.



Every Coach and/or Project Officer must fill in a risk assessment of their host venue for storage and reference in the case of any incidents outside the Birmingham Panthers home address.

Should any incident occur during the execution of a project the relevant staff member will make notes of the incident and formally write the concern to the Safeguarding Officer as soon as practicable, also informing any participants involved that this process will be going ahead.

All participants will have access to this document prior to any participation to inform them of our policies and procedures.

All young people who participate in activities run by Birmingham Panthers will be given access to this document via the club website.

2.4 Off-Site Activities

All off site activities are subject to a Risk Assessment and / or will have an Emergency Action Plan sheet to satisfy health and safety and safeguarding requirements. Where these activities are provided by and managed Birmingham Panthers, our own safeguarding and child protection procedures apply.

Birmingham Panthers as event organisers have a responsibility to take all reasonable steps to ensure that the activities provide as safe an environment as possible. When children/vulnerable adults, for whom Birmingham Panthers are responsible, attend off-site activities, including residential visits and work-related activities, the Designated Safeguarding Officer or Safeguarding Officer will check that effective risk assessments and safeguarding arrangements are in place such as effective supervision.

Birmingham Panthers follow both the Child Protection in Sport Unit's' and England Netball recommended guidance for ensuring the safety and welfare of children whilst travelling. All parents, children and vulnerable adults will be informed of safeguarding reporting procedures prior to an off-site activity taking place.

2.5 Community Activity

Birmingham Panthers ensures full compliance with England Netball standards and guidance; it endeavours to adhere to the rules and guidelines issued with regard to safeguarding. All Birmingham Panthers activities comply to England Netballs guidance related to:

- DBS
- Coaching Qualifications
- Adult: Child Ratios
- Risk Assessment
- Service Level Agreements & Partnership Agreements
- Registration & Dispersal Procedures
- Accident / Incident Report Forms
- Coach Guidelines & Code of Conduct
- Late Collection Procedures
- First Aid /Transporting Children



2.6 Duty of care

Birmingham Panthers accepts its duty of care for the young people in the sport of Netball. This means we will take reasonable measures to ensure that their participation in activities, which they are invited or permitted to participate in, is safe and enjoyable.

Birmingham Panthers have a responsibility to take all reasonable care for the safety of the young people involved in events. The person in charge of the young people acts “*in loco parentis*” and is expected to act as a reasonably prudent parent would.

The following steps will be taken to ensure a reasonable standard of care:

- Adopting the policies and procedures of Birmingham Panthers as laid out in the club handbook
- Ensuring that every member of the club and their parent/carer is informed who the Club Safeguarding Officer is
- Familiarisation with the Safeguarding in Netball Policy
- Ensuring relevant training is provided and kept up to date for Club Safeguarding Officers, coaches and the members of your club; and
- Ensuring everyone knows how to use the [Reporting a Concern](#) form and process that can be accessed via the website

There should also be: -

- A current register of attendees.
- A current register of contact details, including emergency contacts; secure Google Document
- Confidentiality retained details on any medical conditions, allergies, special needs etc
- First aid provision available at all times, at the club and when off site, and a trained First Aider in attendance.
- Appropriate personnel in place, appointed in accordance with the Recruitment and Selection of Volunteers policy
- Current risk assessments for the premises and activities carried out.

Birmingham Panthers aims to ensure that the young people in their care only take part in authorised and insured activities with suitably qualified instructors.

Coaches have a duty of care to ensure that the activities they organise are appropriate to the capabilities of each young person in their care. They should adhere to the standards set for them by the qualifications they have achieved and not seek to operate at a level which is beyond their current qualification. For example, a Level 1 coach taking a session unsupervised by a Level 2 coach.

3 Regulations and Procedure

In England, the Department for Education (DfE) provides the key statutory guidance for anyone working with children and young people: [Working together to safeguard children \(PDF\)](#) (DfE), 2023 This sets out how organisations should work together to keep children safe, detailing the requirements for voluntary, charity, social enterprise, faith-based organisations and private sectors.

The following principles, legislation, rules, regulations and guidance underpin the Safeguarding Policy:



- Advice for Practitioners (2015)
- Safeguarding Vulnerable Groups Act 2006
- Keeping Children Safe in Education (KCSIE) 2024
- Female Genital Mutilation Act (2013)
- Sexual Offences Act (2003)
- The Equality Act (2010)
- Data Protection Act (2018)

The DfE's guidance [What to do if you're worried a child is being abused \(PDF\)](#) describes the actions to take if you think a child is being abused or neglected.

This safeguarding policy will be applicable to any child, young person or vulnerable adult who attends Birmingham Panthers events or outreach projects (Camps, Schools etc). This policy will also apply to anyone under eighteen whilst on club premises or where a member of Birmingham Panthers staff or volunteer has supervision.

3.1 Procedures for reporting

There is an array of different types of abuse, with further information to be found via the [NSPCC](#). These can include:

- Physical abuse
- Neglect
- Sexual abuse
- Emotional abuse/ bullying/ cyber-bullying
- Criminal exploitation/ gangs

The procedure for dealing with a safeguarding concern would flow as such:

- Child informs coach/volunteer of a sensitive piece of information
- Coach/volunteer informs the child that this will be repeated but only to relevant staff members
- Coach/volunteer speaks with Safeguarding Officer as soon as possible who makes a confidential log of the incident and goes on to inform the Franchise Director in order to decide a course of action based on severity.
- If the risk to the child is seen as low the designated safeguarding officer may decide that a conversation with their parent/guardian either over the phone or at pick-up is appropriate. The wishes of the child/young person should be taken into consideration.
- If an allegation concerns an urgent issue where a participant is in immediate danger or in need of emergency medical attention the police (and ambulance if necessary) should be called using the emergency 999 number.
- Coaches/volunteers will make a written record of any disclosures as soon as is practicable. The Safeguarding Officer will also keep a record of any disclosures and actions taken. All confidential information will be stored in a safe location as detailed below.

If a specific individual is named, the Safeguarding Officer must be made aware immediately, and they will make enquiries and take action if required. Any action taken will be logged and stored confidentially and used for reference if required.



In the event of a breach of this policy it must be immediately reported to a Birmingham Panthers staff member and passed on to the Safeguarding Officer who will inform senior management and take immediate action.

If a child discloses that they are experiencing abuse, its important staff/coaches/volunteers reassure them that they've done the right thing in telling someone. The child/young person should make sure they know that abuse is never their fault. Staff/coaches/volunteers should never promise a child that you will keep the things they have disclosed a secret.

Staff/coaches/volunteers should explain that they need to share what they've disclosed to you with someone who will be able to help.

There is always tension and caution around issues of confidentiality. The advice for all Birmingham Panthers representatives is that no guarantee of confidentiality can be given to a child/vulnerable adult (although this does not necessarily mean that the parents / carers have to be told).

A child/vulnerable adult should never be pressured to give information or show physical marks unless they do so willingly. If they chose to show markings, two members of staff should be present and any marks raising concern should be recorded on the skin map included within the report form.

There are actions which staff have to, and are obliged to, take once we are aware of a problem. Undertakings of confidentiality should not be given either to the person making the allegations or to the person being interviewed. A matter is confidential on a need-to-know basis, and nobody should have any reservations about referring any issue to the Safeguarding Officer. The key issue is that the individual is protected.

Any allegation against a member of staff/coach/volunteer will be taken with the utmost seriousness. The person in question may be removed from site and suspended from working duties. A full investigation will be launched internally and will assess the severity and provenance of the claims before seeking the input from England Netball in due course.

3.2 Confidentiality

Every piece of information provided from any individual within the Club will be stored and kept confidential and only disclosed to the relevant individuals. This runs in line with the Birmingham Panthers policy Data Protection Policy.

The information retained will be basic information (name of individuals concerned, dates, times) as well as information on the incident at hand and what actions that were taken and by whom within Birmingham Panthers.

3.3 Recruitment

As part of Birmingham Panthers recruitment and selection process, offers of work for positions which involve working with children or vulnerable adults are subject to a satisfactory Disclosure & Barring Service (DBS) check at the level deemed suitable for the position offered and subject to appropriate references. Birmingham Panthers require two satisfactory references for volunteer personnel delivering within the Emerging Talent Programme and a DBS check to be completed before the commencement of any activity.



All new employees, workers, agency staff, consultants, coaches and volunteers working in direct contact with children are required to complete a Safeguarding in Sport workshop before undertaking a role that requires working with children. Individuals must also undertake a refresher course, as advised by the England Netball.

We ask that all our coaches have:

- First Aid
- DBS Enhanced Certificate
- Safeguarding Certificate

3.4 Induction

The Safeguarding Officer holds a specific safeguarding induction with all new employees, workers, agency staff, consultants, coaches and volunteers working with children or young people within their first month of work. This includes specific safeguarding updates, signs and indicators of abuse and how to report a concern.

3.5 Volunteers

Volunteers will undergo checks commensurate with their work for Birmingham Panthers and contact with children or vulnerable adults. Under no circumstances should a volunteer who has not been appropriately checked be left unsupervised with children or vulnerable adults. Volunteers who work only in a supervised capacity and are not in regulated activity will undergo the safe recruitment checks appropriate to their role, including a DBS check at Enhanced Level.

4. Wellbeing

Many concerns about the welfare of young people are about their general health and happiness, their wellbeing, rather than about issues of potential abuse. Birmingham Panthers believes that the sport of Netball offers many positives in the lives of its young participants and that caring about the welfare of young people is part of the safeguarding duty which we all have. People in positions of trust can be a great influence in the lives of young people and so have the potential to notice changes, be available to talk to and to offer advice.

Young people may manifest signs of behaviour which cause you concern. We recognise that not all issues will be picked up by Children's Services as they do not meet their threshold of 'significant risk of harm' and that local support may be the most effective way of helping the young person. We can assist with identifying and supporting the young person by raising levels of awareness and acting as a sign posting service to resources and organisations which provide support for parent's/carers or for the young people directly.

5. Online Safeguarding

England Netball have a specific [code of conduct for coaches and volunteers](#) which relates to contacting children and vulnerable adults. Coaches, staff, and volunteers should abide by this guidance. Staff, volunteers, and coaches should never communicate with children or vulnerable adults through their personal social media accounts, phones, or email addresses. Instead, they should contact their parent, guardian or carer through their official work email or phone.



The exception would be members of the Academy, which may contain 16-18 years olds. Communications can take place directly between coaches and these individuals providing:

- the 'child' is a current member of the Birmingham Panthers Pathway and has signed a New Starter Form to declare their involvement in the Academy
- Communication is from a Birmingham Panthers email address and/or communications is via the SPOND app where parents also have full access and / or communication is via WhatsApp group with at LEAST two members of Birmingham Panthers contracted staff.
- All communications should be relevant to the work or project. The staff and coaches will provide detailed guidance to parents, guardians, and carers on how to access our online materials or content safely. This will reduce the risk of scams or harmful materials being available to children or vulnerable adults.

Birmingham Panthers is committed to the welfare and safety of all within the Academy Pathway and in our player pathways. Birmingham Panthers recognises the importance of communication and works closely with parents, carers, schools and local authorities to ensure that the wellbeing of all children is paramount. Birmingham Panthers Superleague and Academy Pathway teams adhere to the Birmingham Panthers Safeguarding Policy which has been written to provide staff with the processes and procedures to follow to safeguard children. This document complies with England Netball guidance.

5. Use of images

Most people who take or view photographs or videos do so for entirely innocent and legitimate reasons. However, sadly, some people abuse children/vulnerable adults through taking or distributing images, we must therefore ensure we have safeguards in place. Birmingham Panthers takes its guidance on the use of images from guidelines issued by the England Netball.

All images are taken by Birmingham Panthers officials who have been briefed by the member of staff (and where possible a Designate Safeguarding Officer) responsible for the activity being photographed / filmed. Please refer to Birmingham Panthers Data Protection Policy for more information on the use of personal information. In all circumstances where children/vulnerable adults are being photographed the following will apply in order to protect them:

- Before taking or publishing images of children/vulnerable adults (for example on our website or in an email) parental consent is sought in writing at the start of each Netball season or prior to the event. Parents/Legal Guardians are responsible for informing Birmingham Panthers of any change of circumstances within the season which may affect consent.
- Parents/Legal Guardians will be informed of how the image will be used. Birmingham Panthers will not allow an image to be used for something other than that for which it was initially agreed.
- All children/vulnerable adults featured in Birmingham Panthers publications will be appropriately dressed and will have clothing garments covering their torso and from at least the bottom of their neck to their thighs.
- Only use the first name of the child/vulnerable adults on any publication if consent has been given. *Ticket or Season Ticket (as applicable) holders who enter the Ground acknowledge that photographic images and / or video and / or sound recordings (and / or still images taken from video recordings) may be taken of them and may also be used in televised and / or radio*



coverage of Matches and / or for promotional or marketing purposes by the Club, or other third parties. CCTV is in operation at various venues.

- Encourage children/vulnerable adults to tell us if they are worried about any photographs that have been taken of them.
- Where possible, the image will focus on the activity taking place and not a specific child/vulnerable adult.
- Where appropriate, images represent the broad range of people participating safely in the event.
- Designated Birmingham Panthers photographers will, where applicable, undertake a DBS and attend a Safeguarding workshop and in any case will be personally responsible for keeping up to date with the latest guidelines on the 'Use of Images' policy issued by Birmingham Panthers
- All external photographers are subject to contractor requirements and will be escorted at all times whilst on the premises.
- Children/vulnerable adults who are subject to family, care or legal proceedings, or who are under a court order will not have their images published in any Birmingham Panthers document.
- Recordings of children/vulnerable adults for the purposes of legitimate coaching aids are only filmed by Birmingham Panthers officials and are stored safely and securely at the Birmingham Panthers premises.

6. Date and Review of Safeguarding Policy

This policy is applicable to Season 2024-2025 and is under constant review. A revised policy will be drafted annually with the next scheduled review due in September 2025 for use in the following season. The policy may also be subject to review following incident learning outcomes, a major incident, organisational or legislative change



Appendix 1 - Definitions

- **Child Protection in Sport Unit** – The Child Protection in Sport Unit (CPSU) is a partnership between the NSPCC, Sport England, Sport Northern Ireland and Sport Wales. In Scotland there is a similar partnership between Children 1st and sport Scotland. The Unit was founded in 2001 to work with UK Sports Councils, National Governing Bodies (NGBs), County Sports Partnerships (CSPs) and other organisations to help them minimise the risk of child abuse during sporting activities.
- **Disclosure and Barring Service** – the government department responsible for processing the criminal record checks to assist in making safer recruitment decisions. The Disclosure and Barring Service replaced the Criminal Records Bureau and the Independent Safeguarding Authority. When a person is banned from working with young people by England Netball, we are obliged to refer this information to the DBS, and they will determine inclusion on the barred list.
- **Barred List** - databases that contain details of individuals that have been banned from working with children or vulnerable adults due to past behaviour or offences
- **Safeguarding Officer** – the person appointed by Birmingham Panthers to lead on all safeguarding matters, including developing and maintaining safeguarding policies and procedures and advising the netball community on their implementation and application.
- **Local Authority Designated Officer** – person appointed by a local authority to be the point of contact for all safeguarding and child protection issues relating to individuals in a position of trust. They are usually based in the local social services childcare team.
- **Local Safeguarding Children Board** – the key statutory body responsible for co-ordinating the relevant agencies' co-operation in safeguarding and promoting the welfare of young people in their local authority area. Created under the Children Act 2004, they comprise local authorities, health, police and other agencies. They provide local inter-agency guidelines for child protection.
- **National Society for the Prevention of Cruelty to Children** - The NSPCC is a charity that specialises in child protection and the prevention of cruelty to young people. It is the only UK young people's charity with statutory powers that enables it to take action to safeguard young people at risk of abuse. The society operates throughout the UK and the Channel Islands.
- **Position of trust** – someone who has a position of power or influence over those under 18. Criminal offences of abuse – use this definition.
- **Wellbeing** – a person's state of mental and physical health and resilience
- **Young person** – is defined by England Netball as meaning a person under the age of 18 and over the age of 14. A child is a person under that age of 14. In this Policy young person will mean anyone under the age of 18, unless specified as being a child.

Legislative Framework

This Policy and the guidance which supports it, complies with legislation and will be updated to reflect any changes in the law. Statutory guidance takes precedence over England Netball, and we will always work within the requirements of the National Safeguarding Children Board and the police.

The relevant legislation includes: -

- The Human Rights Act 1998
- The Children Acts 1989 and 2004

- The Protection of Children Act 1999
- The Police Acts
- Criminal Justice and Court Services Act 2000
- Data Protection Acts 1994 and 1998
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2010
- Caring for the Young and Vulnerable – Home Office 1999
- What to do if you are worried a child is being abused – Department of Health 2006
- Working Together to Safeguard Children 2023

Appendix 2 - What is abuse?

Abuse is a term used to describe the ways in which young people may be harmed by others.

It can happen inside and outside the home, but wherever it happens, everyone has a responsibility to act to protect the child from harm. Abuse results in harm to young people's physical, mental or emotional health and/or development.

It can be committed by an adult or another child/young person and be by way of an act or a failure to act.

Familiarising yourself with the forms of abuse and thinking about whether what you see and hear may be a sign that there are causes for concern which fall into one or more of these categories, or that of wellbeing, will help you to make an assessment of when you need to report your concerns.

You don't have to decide whether there has been any form of abuse, but you need to report the concern so that others can make the necessary decisions.

In the world of sport, there are numerous occasions when abuse may occur, intentionally or unintentionally. Some concerns may fall within the umbrella term "poor practice", and this is a safeguarding concern, but not a form of abuse, and may be most appropriately dealt with at the local level, with support from the Lead Child Protection Officer.

Recognising signs of abuse

There are many different forms of abuse that fall into the categories identified by the NSPCC as follows, should you have any concern that abuse is occurring you should contact the Safeguarding Lead or a Designated Safeguarding Lead immediately.

Physical Abuse - Physical abuse is deliberately hurting a child/ vulnerable adult causing injuries such as bruises, broken bones, burns or cuts. It isn't accidental - children who are physically abused suffer violence such as being hit, kicked, poisoned, burned, slapped, or having objects thrown at them. Shaking or hitting babies can cause non-accidental head injuries (NAHI). Sometimes parents or carers will make up or cause the symptoms of illness in their child/ vulnerable adult, perhaps giving them medicine they don't need and making the child unwell – this is known as fabricated or induced illness. There is no excuse for physically abusing a child. It causes serious, and often long-lasting harm – and in severe cases, death.



Honour Based Violence - A person who is at risk of honour-based violence is at significant risk of physical harm (including being murdered) and/or neglect and may also suffer significant emotional harm through the threat of violence or witnessing violence directed towards a sibling or other family members. Honour based violence cuts across all cultures and communities.

Sexual Abuse - Sexual abuse involves forcing or enticing a child or vulnerable adult to take part in sexual activities, not necessarily involving a high level of violence. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children/vulnerable adults in looking at, or in the production of, sexual images, watching sexual activities, encouraging children/vulnerable adults to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Harmful Sexual Behaviour - Children and vulnerable adults who develop harmful sexual behaviour harm themselves and others. Harmful sexual behaviour includes using sexually explicit words and phrases; inappropriate touching; using sexual violence or threats; full penetrative sex with other children or adults.

Child Sexual Exploitation - Child sexual exploitation (CSE) is a type of sexual abuse. Children in exploitative situations and relationships receive something such as gifts, money or affection as a result of performing sexual activities or others performing sexual activities on them. Children may be tricked into believing they're in a loving, consensual relationship. They might be invited to parties and given drugs and alcohol. They may also be groomed and exploited online. Some children are trafficked into or within the UK for the purpose of sexual exploitation. Sexual exploitation can also happen to young people in gangs.

Neglect - Neglect may involve a parent or carer failing to provide adequate food, clothing and shelter (including exclusion from home or abandonment); failing to protect from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate caregivers); failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Emotional Abuse - Emotional abuse is the persistent emotional maltreatment such as to cause severe and persistent adverse effects on emotional development. It may involve conveying the individual is worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children/vulnerable adults. This may include limitation of exploration and learning or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing the individual to frequently to feel frightened or in danger, or the exploitation or corruption of children.



Bullying - Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt an individual both physically and emotionally. Bullying that happens online, using social networks, games and mobile phones, is often called cyberbullying. A child/ vulnerable adult can feel like there's no escape because it can happen wherever they are, at any time of day or night. Birmingham Panthers has a zero-tolerance approach to bullying and any reported incidents of bullying will be taken seriously and investigated by the Safeguarding Officer.

Radicalisation & Extremism – Birmingham Panthers recognises that some people are more vulnerable to radicalisation, including those who may be isolated/marginalised in society (through mental health or disability) and may have no other support. Those who attend sports activities are not immune from this risk and therefore Birmingham Panthers ensure that all staff who work with children/ vulnerable adults are equipped at identifying potential indicators of abuse in regard to radicalisation and extremism. The following definitions are taken from the HM Government Prevent Strategy 2011.

- Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate on terrorist activity.
- Extremism is vocal or active opposition to fundamental British values including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of the armed forces.
- Section 26 of the Counterterrorism and Security Act 2015 (the Act) places a duty on certain bodies ("specified authorities" listed in Schedule 6 to the Act), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This guidance is issued under section 29 of the Act. The Act states that the authorities subject to the provisions must have regard to this guidance when carrying out the duty.

FGM Mandatory Reporting Duty - Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting. Religious, social or cultural reasons are sometimes given for FGM. However, FGM is abuse. It's dangerous and a criminal offence. Section 74 of the Serious Crime Act 2015 amended the Female Genital Mutilation Act 2003 to introduce the legal duty for regulated health and social care professionals and teachers to make a report to the police if:

- they are informed by a girl under the age of 18 that she has undergone an act of FGM; and/or
- they observe physical signs that an act of FGM may have been carried out on a girl under the age of 18.

Appendix 3 - Reporting a disclosure or suspicion of abuse or poor practice

- It can be very hard for people to reveal abuse. Often, they fear there may be consequences. Some delay telling someone about abuse for a long time, while others never tell anyone, even if they want to. A DSO or the SL should be contacted as early as possible and **within 24 hours** in any circumstance, however it is recognised that an individual may need to respond to a



situation immediately. With this in mind, the following guidelines offer help and support in responding to abuse or a suspicion of abuse or poor practice:

- Listen carefully. Avoid expressing your own views on the matter. A reaction of shock or disbelief could cause the child to 'shut down', retract or stop talking.
 - Let them know they've done the right thing. Reassurance can make a big impact to someone who may have been keeping the abuse secret.
 - Tell them it's not their fault.
 - Say you believe them.
 - Don't talk to the alleged abuser. Confronting the alleged abuser about what someone told you could make the situation a lot worse for the individual.
 - Explain what you'll do next. If age appropriate, explain to you'll need to report the abuse to someone who will be able to help. Don't delay reporting the abuse. The sooner the abuse is reported after the person discloses the better. Report as soon as possible so details are fresh in your mind and action can be taken quickly. **Write down everything said and what was done and email safeguarding@birminghampanthers.com.**
 - **A referral must be made to Birmingham Panthers within 24 hours of the incident taking place.**
 - Seek medical advice if necessary.
 - Make sure you tell the Safeguarding immediately; they will know how to follow this up and where to go for further advice.
- DOING NOTHING IS NOT AN OPTION; IT IS YOUR RESPONSIBILITY TO ACT**

Recording Allegations or Suspicions of Abuse or Poor Practice

- The member of staff will immediately report any allegation to the Safeguarding Lead, who will ask for a written factual statement from the person making the report. **A reporting a concern Form must be completed, and an email notification sent to the Safeguarding Officer.**
- Any statement made by the individual should be reported in their own words. These reports should be confined to facts. Any opinion, interpretation or judgement should be clearly stated as this, keeping any questions to a minimum and they should be of an open format. No suggestion of who the perpetrator was or how any concern or incident happened should be suggested.
- **Where possible, Birmingham Panthers will ensure that any child concerned is immediately protected from any possible risk of harm.**
- Investigations into possible abuse will require careful management. In these cases, the **Safeguarding Officer** will first seek the advice of England Netball Safeguarding Team, Children's Social Care, a Local Authority Designated Officer (LADO) or the Police before setting up an internal inquiry and take their advice on informing the Child/vulnerable adult's parents/carer. In any case of suspected abuse, as soon as the Local Authority or the Police have been informed, **Safeguarding Officer** must provide a report to the England Netball Safeguarding Lead. Any external local authority provision will naturally take the lead on any case. Providing it is appropriate to do so the **Safeguarding Officer** will maintain constant dialogue with all parties involved with the allegation until such time as the matter has reached a reasonable outcome, taking the lead from the external agency. Escalation to inform board level will take place at the **Safeguarding Officer** earliest opportunity.

Links to support



For victims, reporters, friend and family: -

- ▶ [ChildLine](#) – for young people to access help
- ▶ [The NSPCC](#)– for adults to access help or report a concern
- ▶ [Young Minds](#) - young people’s wellbeing and mental health
- ▶ Club Safeguarding Officers (CSOs)
- ▶ [MOSAC](#): providing a safe place for parents and carers.
- ▶ [Lucy Faithful Foundation](#): the only UK-wide child protection charity dedicated solely to reducing the risk of young people being sexually abused: Tel: 0808 1000 900, Email: help@stopitnow.org.uk
- ▶ [Child and Adolescent Mental Health Services](#) (CAMHS) are NHS funded services for young people in the mental health arena in the UK.
- ▶ [Bullying UK](#) - bullying in Sport – support/what to do

Concerns which are not of potential abuse but are about the young person’s wellbeing, should also be addressed and our website provide further guidance and contacts which may be helpful to you and the young person.

Appendix 4 - Safer Recruitment Policy

- 1 Role descriptions for all positions at Birmingham Panthers
- 2 Information regarding the key skills required to fulfil specific positions
- 3 Strategies to recruit new people into vacant posts
- 4 Methods for checking any adult working with or in contact with children in Birmingham Panthers; including appropriate references
- 5 A process in place to talk to and ask questions of applicants
- 6 An induction process for new joiners
- 7 Management structure in place
- 8 Relevant training programmes in place
- 9 Monitoring and review process in place
- 10 Opportunities provided for staff/ coaches/volunteers to feed into the Birmingham Panther’s processes
- 11 An understanding that not all applicants are suitable to work

Safer Recruitment Best Practices

Although Safeguarding is everyone’s responsibility, the Safeguarding Officer, is responsible for championing best practice in Safeguarding at Birmingham Panthers. Safer recruitment is a vital part of safeguarding and helps ensure staff and volunteers are creating a safe environment for children and adults at risk to enjoy the game. To help with Safer Recruitment, we will adopt these practices at Birmingham Panthers:

1. Provide details on roles being recruited for

When recruiting we will make sure key aspects of roles such as any possible involvement with children, any checks the applicant may need to undergo, and what the club values are, are known from the outset and are made clear during the application process.



2. Provide clarity on the skills and knowledge required for the role

By identifying these at the start, it's a good chance for Birmingham Panthers to highlight any safeguarding needs for the applicant, such as the need to have a child-centred approach or the ability to handle confidential information.

3. Conduct Interviews

Birmingham Panthers will take the opportunity to hold interviews for roles and those looking to take up an engagement with us to better understand why they are applying for the role and they're prior experience in a similar field.

4. Take up references

Undertake appropriate references regardless of the role being applying for and especially where applying for a role with children or adults at risk.

5. Conduct Certificates and qualifications checks

Birmingham Panthers will always check copies of any certificates or qualifications that are required for the role.

6. Implement a mentoring period

Birmingham Panthers will consider the suitability of a 'mentoring/shadowing' period, to ensure appropriate levels of support in the early days of their role. For example, if hiring a new coach, it may be suitable that they have a more senior coach support them in sessions during their first week.

7. Provide ongoing development

Birmingham Panthers will ensure that any required training or training refresher/renewal courses are attended. For example, coaches are required to refresh their safeguarding training every three years.