



Guernsey Squash and Racketball Association Safeguarding and Protecting Young People in Squash

Rationale

GSRA is committed to creating and maintaining the safest possible environment for children and young people to participate in squash¹ and recognises its responsibility to safeguard their welfare by protecting them from poor practice, abuse or bullying. GSRA believe that the welfare of children and young people is everyone's responsibility.

The policy and procedures of GSRA apply to everyone, whether in a paid or voluntary capacity, including coaches, volunteers, paid staff in clubs and counties, markers and referees, helpers on club and county trips and medical staff. Everyone has a responsibility.

Principles

- Anyone under the age of 18 will be considered a child or young person in relation to the Safeguarding and Protecting Young People² in Squash Policy and Procedures
- The welfare of the child or young person is the first consideration
- All children and young people, regardless of age, ability, gender, ethnic origin, religious belief, race or sexual identity have a right to protection from abuse
- The rights, dignity and worth of all young people should always be respected
- All staff (both paid and voluntary) and members of GSRA have a responsibility to adhere to the GSRA Safeguarding and Protecting Young People in Squash policies and procedures and failure to comply may lead to disciplinary action
- All concerns will be taken seriously and managed accordingly within the Safeguarding and Protecting Young People in Squash Policies and Procedures
- All allegations will be taken seriously and responded to quickly and fairly in line with GSRA Policy and Procedures
- It is the responsibility of safeguarding and child protection experts to determine whether or not abuse has taken place but it is everyone's responsibility in Squash to act appropriately and report concerns
- GSRA recognises the role and responsibilities of the statutory agencies safeguarding children and young people and is committed to complying with the procedures of the Local Safeguarding Children Boards (The ICPC).
- Working in partnership with parents and carers is essential for the safeguarding and protection of young people
- Confidentiality should be upheld in line with legislation and government guidance

Government Guidance and Legislation

The GSRA Safeguarding Policy and Procedures are based upon principles contained within U.K. and international legislation and government guidance. This section gives an overview of relevant legislation and guidance. GSRA has a legal and moral obligation and responsibility to contribute to making Squash a safe and child-friendly sport, our policies and procedures take this into account. There are a range of legal remedies and policies exists which are relevant to the protection of children at risk from abuse and harm. The Jersey Safeguarding Partnership Board Procedures provide specific details.

¹ Squash will mean squash and racketball throughout all Safeguarding and Protecting Young People in Squash policies, procedures and documentation

² Young People will mean children and young people throughout all Safeguarding and Protecting Young People in Squash policies, procedures and documentation



Responsibilities

GSRA will:

- Appoint a designated person to manage Safeguarding and Child Protection
- Produce Safeguarding and Protecting Young People in Squash & Racketball policies, procedures and guidelines
- Support clubs to adopt and implement GSRA Safeguarding and Protecting Young People in Squash & Racketball Policies, Procedures and Guidelines through training and ongoing development
- Respond to all allegations and concerns and implement the appropriate disciplinary and appeals procedures when necessary
- Work in partnership with the statutory agencies as required
- Provide access to the Disclosure and Barring Service (DBS) checks for members and staff to be checked
- Monitor policy and procedures on a regular basis and review fully on a three-year cycle, unless:
 - There is a major change in legislation and government guidance
 - There are major changes in governance of the sport
 - There is a procedural review as a result of a major case

Recruitment

GSRA is working towards full implementation of its recruitment and selection policy for staff and volunteers.

The policy covers the following main areas:

- Advertising
- Application
- Screening and Checking
- Interview
- Induction
- Training
- Monitoring

Further details of the policy and guidelines will be updated and available through the England Squash website.

The Disclosure & Barring Service (DBS)

The Disclosure and Barring Service are part of the recruitment process.

Via guidance provided by the DBS, positions eligible for Enhanced Disclosure checks includes any position which otherwise involves regularly caring for, training, supervising or being solely in charge of children. Adults requiring a check may include:

- Coaches
- Team Managers
- Club/County Welfare Officers
- Chaperone
- Support staff including physiotherapists, fitness staff or doctors

DBS checks must be conducted by Guernsey Police and England Squash DBS Unit, who have jurisdiction to manage any matter arising from a disclosure.

Further details relating to England Squash DBS are available through the England Squash website

Guernsey Squash & Racketball
Tel: (01481) 714567

office@guernseysquashandracketball.co.uk
www.guernseysquashandracketball.co.uk

The Coach House, Beau Sejour Centre, Amherst, St Peter Port, Guernsey, GY1 2DL



Whistle-blowing

Whistle-blowing is an early warning system. It is about revealing and raising concerns over misconduct or malpractice within an organisation or within an independent structure associated with it.

If there is a concern with regard to the behaviour of an adult towards a young person or young person to young person, it is important that you share your concerns with the GSRA Director of Competition and Events.

All information received and discussed will be treated in confidence and only shared with those individuals who will be able to manage and resolve the situation. On occasion it may be necessary to seek advice, or inform the statutory agencies e.g. The Police or Children's Service Authority

Positions of Trust

All adults who work with children/young people are in a position of trust that has been invested in them by the parents, the sport and the child/young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position.

Sexual intercourse or touching by an adult with a child under the age of 16 years is unlawful, even where there is apparent consent from the child. A consensual sexual relationship between an adult in a position of trust within the Squash setting and a child over 16 years of age is contrary to the Policy and Procedures for Safeguarding and Protecting Young People in Squash.

In the sport of Squash most adults in a position of trust recognise that there are certain boundaries between the coach/official/volunteer and the player which must not be crossed in terms of the relationship with the young player. The relationship, in essence, is no different to that between a teacher and the young people in their care, in relation to the abuse of trust.

Adults must not encourage a physical or emotionally dependant relationship to develop between the person in a position of trust and the young person in their care.

All those within the organisation have a duty to raise concerns about the behaviour of coaches, referees, volunteers, administrators and professional staff which may be harmful to the child/children, young people in their care, without prejudice to their own position.

Implementation

The implementation of this policy is mandatory and will be supported by an appropriate time-phased Implementation Plan to ensure compliance and effective delivery.

Further Information

This Safeguarding and Protecting Young People in Squash Policy gives an overview of both England Squash and its members approach and responsibility to safeguarding children.

For more information and guidance please visit the England Squash website at www.englishsquash.com or contact England Squash on Tel: 0161 231 4499

Email: safesquash@englishsquash.com

Guernsey Squash & Racketball
Tel: (01481) 714567

office@guernseysquashandracketball.co.uk
www.guernseysquashandracketball.co.uk

The Coach House, Beau Sejour Centre, Amherst, St Peter Port, Guernsey, GY1 2DL