



CHILD PROTECTION POLICY

Tamworth Volleyball Club will abide by the Volleyball England Child Protection Policy.

The Club believes:

- That the safety and welfare of children should always be of paramount importance, whatever the circumstances.
- That everyone with a role in working with children has a moral and arguably a legal responsibility to safeguard and promote a child's welfare particularly when it comes to protecting children from abuse.
- That special care is needed in dealing with children whose age, inexperience or physical state makes them particularly vulnerable to abuse.

The Club:

- Has therefore adopted this Child Protection Policy to ensure that the welfare and safety of children in their care or custody is always the primary consideration.
- Is committed to providing an environment where children can learn about, participate in and enjoy volleyball free from harassment or abuse.

The Policy is predicated on the following three principles:

- A child's welfare is the paramount consideration.
- A child, regardless of age, ability, gender, racial origin, religious belief and sexual orientation has a right to be protected from abuse.
- The rights, dignity and worth of a child should always be respected.
- The Children Act 1989 (as amended by The Children Act 2004) states that anyone who is involved in the care of children should "do what is reasonable in the circumstances for the purpose of safeguarding or promoting the child's welfare".

All club volunteers and coaches are also required to undertake full CRB checks before commencing any activity which may involve children.

Our Club Welfare Officer is currently [Marta Ophide](#).

The club first formally adopted a child protection policy as part of its Volley 2 accreditation in September 2012; the same time at which a Club Welfare Officer was first appointed. That officer is now required to stay abreast of the latest developments in child welfare and protection and to be responsible for both the communication of the policy to all club members involved with junior volleyball and the enforcement of the policy.



Policy Detail and Guidance

Tamworth Volleyball Club recognizes its legal duty and takes seriously its responsibilities to protect and safeguard children. This guidance provides the basis for best practice child protection activities within the club for and should be read in conjunction with [Staffordshire Safeguarding Children Board Inter-Agency Child Protection Policies and Procedures](#) as well as [Volleyball England's Child Protection Policy](#).

The club believes:

- A child's welfare is paramount and each child has the right to be protected from any harm and have his/her welfare safeguard.
- Each child is unique. We aim for every child, regardless of their background or circumstances, to have all the support they need to be healthy, to stay safe, to enjoy and achieve and to make a positive contribution within volleyball.
- Good coaching practice is paramount. All coaches must respect the rights of every individual child involved in sport; must develop a relationship based on honesty and respect; and open-mindedness must guide them all the way through their coaching practice.
- Personal information is confidential at all the times and will be shared only with the permission of the individual or their parents/carers, or unless the disclosure of personal information is necessary to protect the child. Each child's personal information is stored electronically and protected by the appointed Club Welfare Officer(s). All information is kept up-to-date and access to its contents is given only to the club's Chairman and coaches who directly lead volleyball sessions.

The club's commitment:

- To prevent unsuitable people from working with children, the club require for all club volunteers and coaches to undertake full CRB checks before commencing any activity which may involve children.
- To lead sessions with children, every coach is required to hold at least a Level 1 volleyball coaching qualification. In addition, a designated, qualified First Aider is required to be on the premises at all times during a volleyball session.
- The Club Welfare Officer(s) will be provided with the recommended training in Safeguarding and Child Protection Awareness.
- The Officer(s) will be responsible for implementation of the club's Safeguarding Policy, for monitoring adherence to the Policy throughout the season and will review the Policy as required at the Annual General Meeting.
- The Officer(s) will act immediately upon being made aware of any child welfare issue and will be the first point of contact for any child or parent who wishes to complain about the behavior of any club member.
- The Officer(s) will always have access to the latest information on child welfare, including the necessary forms for submitting formal complaints or incident reports.



Guidance notes on child protection matters

- If a member of the club has significant concerns about a child's well-being, he/she should report it immediately to the Club Welfare Officer.
- It is paramount for anyone working with children to remember that it is not their responsibility to decide whenever abuse has taken place. Their responsibility is simply to report their concern.
- When responding to information disclosed by a child, it is important to react calmly and to reassure the child that he or she is not to blame. Questions should be kept to a minimum and a full written report (in the shape of a [Child Protection Incident Report Form](#)) should be made after and immediately passed on to the Club Welfare Officer(s).
- Record of any concerns should be factual. Be open-minded and state exactly what was said.
- Confidentiality needs to be understood by all those working with children. In good coaching practice, it is important to develop a trusting relationship but when responding to full disclosure, a child must be aware that some information cannot be kept secret and may need to be shared with other professionals.
- It is important to be always committed to working in partnership with parents when there are concerns about their children, e.g. talk to parents to clarify any initial concerns, behavior changes etc.
- Every member of the club must minimize the risk of misunderstandings arising from situations of working with children alone. It is important to take sensible precautions; e.g. leave the door to a room open, avoid working with a child alone by having other coaches or volunteers present, do not give out personal phone numbers or email addresses or give lifts home in your car.
- Children attending volleyball sessions will not be punished by any form of hitting or other degrading treatment. If it is necessary to use physical action to prevent a child from injuring themselves or others, parents will be informed and the incident should be recorded.
- Under the Sexual Offences Act 2003, it is a criminal offence for anyone working in an education setting to have a sexual relationship with a pupil, even when the pupil is over the age of consent.
- All allegations of abuse of children carried out by any coach, volunteer or member of the club will be taken seriously.
- When responding to abuse carried out by any member, ensure the child is safe and receiving any necessary medical attention, if needed. Record the event, giving full details of what occurred and report the incident immediately to the Club Welfare Officer(s).
- Whether it is a report made when responding to disclosure or whether responding to abuse carried out by any member, the Club Welfare Officer(s) will contact the child's parents and make a decision as to whether a referral should be made immediately to the First Respond Team (Tel: 0800 1313 120) and to report the matter to the Staffordshire LADO (Local Authority Designated Officer). The club's Chairman will also be informed.
- When a referral is made to the Social Services Department or to the Police, a written report should be sent within 24 hours.