



The Manx Netball Association, National Team and Club Child Protection Policy

Introduction

This policy applies to all staff and volunteers working in the Manx Netball Association (MNA) its Affiliated Clubs (AC) and National Netball Teams (NT)

Safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care;
- and undertaking that role to enable those children to have optimum life chances and to enter adulthood successfully

The MNA, National Teams and Affiliated Clubs understand their work in safeguarding and protecting children must always be in line with the Isle of Man Safeguarding Board's guidance and procedures.

MNA, AFFILIATED CLUBS (AC) AND NATIONAL TEAMS (NT), CHILD PROTECTION AND SAFEGUARDING POLICY STATEMENT

The MNA, NT and AC. are committed to Safeguarding, promoting the welfare of all its young players and to protecting them from the risks of harm. All staff and volunteers are expected to share this commitment by demonstrating their understanding of how each individual adult working or volunteering on behalf of the Organization, National Team or Club has an active part to play in protecting children from harm and promoting their welfare.

* All Volunteers and any paid staff must be clear about their own role and that of others in providing a caring and safe environment for all young players and know how they should respond to any concerns about an individual child that may arise.

* The MNA, NT and Clubs will ensure all staff, whether permanent or temporary, and volunteers know who the MNA designated person is, that has overall responsibility for child protection and in that person's absence who is the Deputy designated lead.

* The details for the Designated Person for Child Protection and Safeguarding can be found in this policy or from the MNA secretary.

* Regular training will be available to the designated volunteers in order that they are equipped with the skills needed to keep children safe. Manx Sport and Recreation courses for Safeguarding and Welfare Officer will be advertised regularly on the Manx Netball Association Website and the Manx Netball Association Facebook page.

RESPONSIBILITIES

The MNA Committee Safeguarding Officer is the overall designated person for child protection. In his or her absence the Deputy Lead is –the Isle of



Man Netball Development Officer.

The MNA requires that each Club and National Team must have a nominated named designated person for child protection and a deputy in case of their absence.

They are responsible for:

- coordinating action within Clubs/national team and liaising with the Depart. of Health and Social Care (DHSC), and other agencies over cases of abuse and suspected abuse.
- acting as a source of advice within the or Clubs/National team
- ensuring the volunteers are familiar with the policies and procedures
- referral of individual cases and suspected abuse
- liaising with agencies about individual cases

Volunteers and paid staff

Any new volunteers or paid staff will be informed of the main points of this policy and given a copy to read. All coaches should attend a recognized Level 1 training course in Child Protection as soon as is possible or complete an online Training Course. Training courses are delivered by Manx Sport and Recreation.

All Club Safeguarding Officers and the Netball Development Officer should attend the Level Two Welfare Officer Training run by Manx Sport and Recreation as soon as possible. These courses will need updating every three years.

Staff/volunteers should report any concerns immediately, to the designated Safeguarding leads in their Club/National team.

Staff/volunteers should apply the outlined procedures for responding to a suspected case remembering that:

- you cannot promise confidentiality
- information should only be shared with those that need to know
- it is important to stay calm and reassuring
- the needs and safety of the child must always come first
- when in doubt - ask



KEEPING CHILDREN SAFE Club and National Squad Statement

Child Protection - Responding to concerns about individual children

All Members of the MNA aged 17 and under must be able to place their trust and confidence in any adult volunteering or playing Netball. They must feel sure that they can speak about any worries or concerns they may have and that they will be listened to, taken seriously and responded to appropriately. All volunteers and adult players must therefore know what to do if a child chooses to talk to them about any matter, which raises child protection concerns. Adult players should notify the Club or MNA Safeguarding lead if they are concerned about a player aged under 18 in the Club or another Club.

All volunteers/adult players must:

- Listen to what the child is saying without interruption and without asking leading questions.
- Respect the child's right to privacy but not promise confidentiality
- Reassure the child that s/he has done the right thing in telling.
- Explain to the child that in order to keep him/her safe from harm the information that has been shared must be passed on.
- Report what has been disclosed to the Designated Person
- Record, as soon as is practicable, what was said using the child's actual words.
- Sign and date the record.

The Designated Person/People for Child Protection will:

- Assess any urgent medical needs of the child.
- Consider whether the child has suffered or is likely to suffer significant harm.
- Check whether the child is currently subject to a Child Protection Plan or has been previously subject to a Plan.
- Confirm whether any previous concerns have been raised within the Club or National squad.
- Consider whether the matter should be discussed with the child's parents or carers or whether to do so may put the child at further risk of harm because of delay or the parent's possible actions or reactions
- Seek advice if unsure that a child protection referral should be made.

The Designated Person will contact the Child Protection and Safeguarding Officer, at the Manx Netball Association, or the Duty Social Worker on 686179 (Ring Police Headquarters for out of hours) for additional support or guidance and either make a referral to Children and Families Services or, if a referral is not considered appropriate at that stage, make full written records of the information that they have received detailing the reasons for the judgement that the matter was not referred to the local authority.

Child Protection – Recognition and Response to Abuse

Owing to the nature of the relationship young players have with their coaches they are particularly well placed to notice any physical, emotional or behavioural signs that a child may be suffering significant harm. The MNA understand that harm means the ill-treatment or impairment of a child's health and/or development, including that caused because of witnessing the ill-treatment of another person.



All volunteers must be alert to any possible indicators that a child is suffering harm and report any concerns to the Designated Person for Child Protection. All volunteers must recognize that it is a statutory duty to ensure that children are protected from harm. There are four recognized definitions of child abuse.

The four categories of child abuse are as follows:

1. Physical Abuse
2. Sexual Abuse
3. Emotional Abuse, and
4. Neglect

Physical Abuse

May include: Hitting, shaking, throwing, poisoning, and burning, scalding, drowning, suffocating or otherwise causing physical harm to a child including the deliberate fabrication or causation of illness in a child.

May be recognized by: Physical injury such as bruising, bite marks, burns and scalds, fractures but also by aggressive behaviour. It may also be an indicator of concern where a parent gives an explanation inconsistent with the injury or gives several different explanations for the injury.

It is not appropriate for any member of staff to undress; photograph or body map any child in an attempt to see physical injury. This is the role of child protection and investigating agencies.

Sexual Abuse

May Include: Involving or forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. Such activities may involve sexual acts (penetrative or non-penetrative) or may include involving children in watching or taking part in pornographic material or to encourage children to behave in sexually inappropriate ways.

May be recognized by: Inappropriate sexualized conduct, age inappropriate sexualized play or conversation, sexually harmful behaviour – contact or non-contact, self-harm, eating disorders, continual, inappropriate or excessive masturbation, anxiousness or unwillingness to remove clothes – sports / PE etc., pain or itching in genital area, blood on underclothes, bruising in genital region and / or inner thighs etc.

Emotional Abuse

May Include: The persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development, mental health, behaviour and self-esteem. This may be caused by conveying to children that they are worthless, unloved or unvalued or by developmentally inappropriate expectations being made or by causing children to frequently feel frightened or the exploitation or corruption of children.

May be recognized by: Developmental delay, attachment issues, aggressive behaviour, appeasing behaviour, watchfulness or stillness, low self-esteem, withdrawn or a loner, or having difficulty in forming relationships. Emotional abuse may be difficult to recognize as signs are usually behavioural rather than physical. Signs of emotional abuse may be associated or similar to other forms of abuse, so presence of emotional abuse may indicate other abuse is prevalent as well.

It is not appropriate for any member of staff to undress; photograph or body map any child in an attempt to see physical injury. This is the role of child protection and investigating agencies.

Neglect

May include: The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development (growth and intellect) such as



failing to provide adequate food, shelter (including keeping children safe), clothing, or neglect of or unresponsiveness to a child's basic emotional needs.

May be recognized by: Being constantly hungry; constantly tired; have a poor state of clothing; be emaciated; have untreated medical problems; be frequently late or have poor or non-attendance at school; have low self-esteem; display neurotic behaviour and/or have poor social relationships, have poor personal hygiene. A neglected child may also be apathetic, fail to thrive, or be left with or in the care of adults under the influence of alcohol or drug misuse.

Safeguarding – Providing a Safe Environment

The MNA stated aim is that all parents and carers of players attending Manx Netball Affiliated Clubs or National Teams should feel secure in the knowledge that they are entrusting their children to adults who will strive to keep them safe at netball.

The MNA will do this by:

- Promoting a caring, safe and positive environment within the Clubs/national team
- Requiring our coaching volunteers and team managers to attend training in safeguarding and child protection according to their role and responsibilities and require them to keep a record of all training undertaken
- Fostering the self-esteem and self-assertiveness of all players when playing netball so young players become aware of potential danger and risk and what acceptable behaviour is and what is not.
- Working in partnership with all other services and agencies involved in the safeguarding of children
- Welcoming visitors in a safe and secure manner
- Requiring Clubs to undertake risk assessments when planning club activities or trips

Safeguarding & Child Protection in Specific Circumstances

Player Behaviour

The MNA expects that a safe and calm environment will be maintained by expecting good behaviour from all our Members.

Any physical response from a volunteer to a player's poor behaviour could lead to a child protection concern being raised by the child or parent/carer.

Bullying

Bullying is harmful to children the MNA will always take seriously any reports of bullying and respond appropriately.

The MNA understand that bullying may take different forms and may include racist or homophobic behaviour. Any such reported or observed incident will be dealt with in accordance with the MNA anti-bullying policy.

Social Media

The MNA recognizes that use of the Internet is an important part of Children's Social lives but that there are risks of harm associated with its use. The MNA has a Social Media Policy

Photographs



The MNA recognizes the need to celebrate and promote young people's involvement and achievements in netball but there can be risks of harm associated with its use. The MNA has a policy on photographing children and asks that Clubs/National Team seek permission from parents prior to recordings being made. We will uphold this by also asking members of the public follow the MNA policy on photographing children.

Guidance on dealing with suspected abuse

All adults must refer concerns to the designated Safeguarding lead as soon as possible. In the meantime, they should:

- listen to the player, keeping calm and offering reassurance
- observe bruises but should not ask a child to remove or adjust their clothing to observe them
- if a disclosure is made the child should lead the discussion. Do not press for details by asking questions
- Listen - do not investigate. Use questions such as "is there anything else you would like to tell me?"
- Accept what the player says without challenge - reassure them that they are doing the right thing and that you recognize how hard it is for them
- Don't lay blame or criticize either the child or the perpetrator
- Don't promise confidentiality - explain that they have done the right thing and who you will need to tell and why

MNA Procedures for monitoring, recording and reporting

At the time

Keep brief notes at the time or immediately after.

You should note Date time of disclosure/incident observed

Place and context of disclosure concerned

Facts you need to report

When you can

- Complete a **Logging a Concern** sheet found on the Manx Netball Association website. This should be passed to the designated person. In the case of there being bruises or injuries the Body Map should also be completed.
- Remember to keep the information factual.
- Use the child's own language to quote rather than translating into your own terms. Be aware that these sheets may be used at a later date to support a referral to an external agency.

The Designated Safeguarding Lead will

- Follow-up the referral using the **Logging a Concern** sheet as a basis for consideration before action
- Make additional records of discussions and any investigation that take place
- Decide whether to continue to monitor the situation or take the referral further and communicate this to the individual making the initial referral
- Where a child is referred to DHSC, if requested, the MAR (Multi agency referral) form should be completed within 24 hours and submitted.



Working Together with Parents/Carers

Player Information

The MNA recognizes the importance of keeping up-to-date and accurate information about players. We will regularly ask all parents/carers to provide the MNA and Clubs with the following information and to notify us of any changes that occur.

- names and contact details of persons with whom the child normally lives
- names and contact details of all persons with parental responsibility
- emergency contact details and name of GP if appropriate.
- If appropriate any relevant court orders in place including those which affect any person's access to the child (e.g. Residence Order, Contact Order, Care Order, Injunctions etc.)
- any other factors which may impact on the safety and welfare of the child

Confidentiality

Information about players given to the MNA/Clubs/NS by the children themselves, their parents or carers, or by other agencies will remain confidential. Volunteers will be given relevant information only a "need to know" basis in order to support the child if that is necessary and appropriate.

The MNA is, however, under a duty to share any information, which is of a child protection nature. When this is in the best interests of the child it overrides any other duties regarding confidentiality and information sharing.

The MNA recognizes it has a duty to keep any records which relate to child protection work undertaken by us or our partner agencies and to ensure that these are kept apart from the main player record, stored securely and only accessible to key volunteers.

Referrals to partner agencies

If the MNA or Clubs have a reason to be concerned about the welfare of a child, they should seek to discuss this with the child's parents or carers in the first instance. On occasion, according to the nature of the concern, it may be necessary to make an immediate referral to Children's Social Care, or to ask them for advice, when to do otherwise may put the child at risk of further harm either because of delay, or because of the actions of the parents or carers.

ADULTS WORKING WITH CHILDREN

Allegations against staff or volunteers

All staff and volunteers should take care not to place themselves in a vulnerable position with a child. It is always advisable that your work with individual children or meetings with parents are conducted in view of other adults.

The MNA understand that a player may make an allegation against a volunteer or adult player. If such an allegation is made, then the MNA Safeguarding Officer should be informed. The MNA Safeguarding Officer may discuss the content of the allegation with the MSR Child Protection and Safeguarding Officer, Netball Development Officer or MNA Chairperson to seek clarity or refer the matter onto Social Services.



If an allegation is made to a member of staff concerning the behaviour of the MNA Safeguarding Officer, the person receiving the allegation will immediately inform the Chairman of the MNA Committee who will consult with the Isle of Man Safeguarding Board representative.

The MNA may suspend any person under investigation whilst the matter is explored.

MONITORING AND REVIEWING OUR POLICY AND PRACTICE

The MNA Designated Person for Child Protection will continually monitor the Netball child protection and safeguarding practices and bring to the notice of the MNA Committee any weaknesses or deficiencies. The policy will be reviewed and amended if necessary annually.

Sources of information and or help:

IOM Police
Police HQ
Glencrutchery Road
Douglas
Telephone: 631212

Social Services
For Referrals
Murray House
Mount Havelock
Douglas
Isle of Man
IM1 2SF
General Duty Number: 686179
Out of hours via Police Headquarters – Telephone: 631212

NSPCC
<https://www.nspcc.org.uk/what-we-do/>
0808 800 5000

Manx Sport and Recreation
Course Information
<https://msr.gov.im/facilities/training-opportunities/safeguarding-and-protecting-children/>
Gianni Epifani (Safeguarding lead)
01624 688556
gianni.epifani@gov.im

MNA Contacts:
Rachel Andrew Netball Development Officer Tel. 07624 308893
Amanda Butler MNA Safeguarding Lead Tel. 469802
IOMnetballsafeguardingofficer@gmail.com

Forms and Policies can be found on the MNA website www.netball.im