

Child Protection Policy

GOODRICH VILLAGE HALL TRUST



TABLE TENNIS ENGLAND CHILD PROTECTION POLICY

The aim of this policy is to promote good practice by ensuring that all Table Tennis England members:

- Are fully aware of their responsibilities with regard to child protection.
- Safeguard and promote the interests and well being of young people with whom they are working.
- Respond appropriately to concerns.
- Take all reasonable and practical steps to protect young people from harm, discrimination or degrading treatment.
- Respect and promote young people's rights, wishes and feelings.
- Make informed and confident responses to child protection issues.

Table Tennis England Child Protection Policy and Guidelines will:

- Offer safeguards to young people, coaches, staff, officials and volunteers.
- Help to maintain high standards of professionalism and practice at all levels of the sport.

Implementation procedures that demonstrate a commitment to:

- The provision of support, appropriate training (and updating) and adequate supervision of coaches, staff and members to enable them to work together with parents, coaches and other organisations to ensure that the welfare and needs of children and young people remain paramount.

Table Tennis England believes in and seeks to uphold the following principles:

- The child's welfare is paramount.
- All children and young people whatever their age, culture, disability, gender, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- Staff, officials and volunteers are not trained to decide whether abuse has occurred but are vested with the responsibility for ensuring that they act upon any concerns or allegations in relation to children/young people.
- That processes for dealing with complaints are fair and open to challenge through an appeals process.
- Require staff and volunteers to adopt and abide by Table Tennis England's Child Protection Policy and Guidelines, which incorporate Table Tennis England's Codes of Conduct.

The club has adopted the Table Tennis England Child Protection Policy and Guidelines. A copy of the guidelines is available for members to read on the Trust website.

Adopted in Trust Meeting minutes of 3 October 2023.

Signed: ..  Club Chairman Dated: 3 October 2023.

Please note that Table Tennis England Child Protection Policy and Guidelines are available from the website tabletennisengland.co.uk/about-us/safeguarding or as a hard copy from Table Tennis England. Please contact us if you wish to be sent a hard copy.

Introduction:

Table Tennis England (TTE) takes its responsibility for the duty of care towards all its members very seriously and works hard to ensure people's welfare is a high priority throughout our sport. Everyone involved with table tennis has a responsibility to promote a safe and positive environment so that the welfare of our children and adults is at the heart of all our activities. For the purposes of these guidelines' children are defined as anyone under the age of 18 years.

These Safeguarding Guidelines have been put together with inclusivity built in and not as an addition, understanding that sometimes people can be disadvantaged by their additional vulnerabilities and backgrounds. We acknowledge that children and adults at risk have the right to protection from abuse when involved in table tennis whether playing, coaching, volunteering or in leadership roles regardless of their age, disability, gender, racial origin, religious belief, ethnic origin, social status, transgender status and sexual identity. All relevant current legislation has been taken into account in preparing these guidelines.

Table Tennis England's Commitment:

We will commit to:

1. Appointing and having in post a Designated Safeguarding Lead (DSL) and a Deputy Designated Safeguarding Lead (DDSL).
2. Tasking the DSL with managing cases and being instrumental in writing, reviewing, updating, and implementing policies and training linked to safeguarding.
3. The referral to the DBS of any members banned from working with young people or adults at risk
4. Having in place a Case Management Group to support the DSL in managing cases.

Detail:

1. What to do if you suspect a safeguarding issue:

- A. **Call 999** if the child or adult is at **immediate risk** of harm.
- B. If you have safeguarding concerns about a child or an adult, then you must raise this with the Welfare Officer at your club / school / office / facility. You should also report this to the DSL / DDSL at TTE - If the issue involves the Welfare Officer then talk directly to the Table Tennis England Safeguarding contact in the first instance:

Designated Safeguarding Lead (DSL): Judy Rogers: **01908 208860 option 3**

Deputy Designated Safeguarding Lead (DDSL): Naomi Thompson **01908 208860 option 3**

The email address for *all* safeguarding issues is: safeguarding@tabletennisengland.co.uk

An incident form should be completed as soon as possible and copies emailed to the club welfare officer (if appropriate) and the Table Tennis England safeguarding team on safeguarding@tabletennisengland.co.uk.

TTE will liaise with you regarding the report, as necessary.

- C. For details on “what happens next” please see appendix A at the end of this document.

Please note: It is not the responsibility of anyone involved in table tennis to decide whether abuse is or has taken place, but it is everyone’s duty & responsibility to act on any concerns.

For more information see the Safeguarding Reporting Flowchart and terms of reference on the Case Management Group.

Recognising Abuse

The important thing is that if anyone involved in table tennis sees or hears anything that gives them a cause for concern relating to the welfare of either a child or an adult then they have a duty of care to report that concern:

<https://www.tabletennisengland.co.uk/about-us/safeguarding/report-a-safeguarding-concern/>

Coaches, officials, and volunteers who work closely with those most vulnerable people in our sport are key in identifying and recognising when abuse is taking place. For more information click here for Types of Abuse:

<https://www.tabletennisengland.co.uk/content/uploads/2023/04/Types-of-Abuse.pdf>
<https://www.gov.uk/government/collections/modern-slavery-bill>

2. Training & Development – A Safeguarding Culture:

What is Safeguarding?

Safeguarding is putting the policies and guidelines in place to protect the welfare of children and adults at risk from the people who may wish to cause them harm.

Coaches, officials, and volunteers working within Table Tennis who have regular contact with the most vulnerable within the table tennis community, have a key role to play in identifying and recognising when abuse may be occurring, whether that is inside or outside of the sport.

What is Child Protection?

This is focusing on the individual needs of children at risk and responding to any concerns.

On this page, you will find the guidelines to ensuring you build the correct foundations for safe training, recruitment & development of staff and volunteers within Table Tennis England and affiliated clubs, Leagues and Counties.

- A. All clubs, leagues and counties affiliated to Table Tennis England, need to adopt, and agree to abide by:

1. The Table Tennis England Safeguarding Policy
2. The Table Tennis England Code of Conduct for all members including coaches, officials and players.

- B. The committee are required to appoint a Welfare Officer, a template of the job description can be found here: <https://www.tabletennisengland.co.uk/about-us/safeguarding/welfare-officer-role/>
- C. All those involved with running clubs and leagues should access accredited and Table Tennis England approved training in terms of safeguarding. This may be in the form of workshops or online courses dependent on their role. Table Tennis England have a Safeguarding e-learning course available to all members free of charge
<https://www.tabletennisengland.co.uk/content/uploads/2022/11/Safeguarding-in-Sport-Course-PDF-Table-Tennis.pdf>
- D. The Welfare Officer should ensure that club members and volunteers review the training for them and know how to access the course. They should also keep a record.

Safer Recruitment

The majority of people involved with and working within our sport are well motivated and our clubs and leagues could not operate without them. There are some individuals who will seek employment (paid or unpaid) to gain access to children and adults at risk. Table Tennis England will uphold checks and regulations to try and limit these individuals' access to our sport using the safer recruitment process.

Where appropriate to the role Table Tennis England will use Disclosure and Barring Service checks (DBS) to screen individual's backgrounds.

All volunteers & candidates applying for a role within a table tennis department / club should be recruited by conducting a formal interview. Detailed background checks will be made and references contacted to ensure the safeguarding guidelines are adhered too.

Regardless of whether the position is paid or unpaid, **all** volunteers, coaches and staff are governed by the safer recruitment process.

RECOGNISING ABUSE

The important thing to remember for anyone in table tennis is that if you see, hear or become aware of something that gives you concern or you feel uncomfortable about whether it involves a child or an adult at risk then you have a duty of care to report that concern.

Whilst it is important to understand the different types of abuse that may occur and how to recognise them - if anyone has any concerns they should report them at once.

Reports of abuse will be taken seriously and acted upon, always being aware of the welfare of the possible victim or victims.

- **Neglect** This is where adults are consistently or regularly failing to meet a child's basic physical or psychological needs. **In terms of sporting needs it may be when an athlete's personal or intimate requirements are ignored particularly if they are disabled, or where an athlete is not cared for in a way appropriate or according to their needs. It could also mean failing to ensure they are safe or exposing them to harm.**
In adults this can also be self-neglect which covers a wide range of behavior e.g. not caring for one's personal hygiene or health and can also include hoarding. Outward signs could be an unkempt appearance, not wearing suitable sports kit and a deterioration in personal hygiene. It can also include the withholding of access to services or support such as medication, nutrition or water.
- **Physical** It is normal for most children to collect cuts and bruises in their daily life, and certainly through their involvement with sport but if these become noticeably excessive or a child shows fear of a person then it could be a concern. Children and vulnerable adults should be deterred from competing or training if they are suffering from an injury or illness until they are recovered.
For sport it might also occur if a person is forced to train beyond their capabilities or the intensity of training disregards an individual's ability/impairment. Physical abuse may also occur through encouraging the inappropriate use of substances to stimulate performance.
In adults can also include hitting, slapping, pushing, kicking, misuse of medication and inappropriate sanctions.
- **Sexual** Concerns about sexual abuse are most likely to be detected through changes in a child's behaviour. Concerns may be reported by a third party – children may not tell you either directly or indirectly that they are being sexually abused. Direct disclosures from children or vulnerable adults are comparatively rare. If this does happen then it will have taken enormous courage on their part because it is likely that they will feel ashamed, afraid, confused and may have been threatened with abuse if they tell. They may be aware and very frightened of the potential consequences of disclosing abuse so they should be listened to very carefully and always taken seriously.
Some of the behavioural signs that may be noticeable are:
 - ✓ Sudden or unexplained changes in behaviour
 - ✓ Apparent fear of someone
 - ✓ Having sexual knowledge beyond the child's age or developmental level
 - ✓ Possible eating problems

- ✓ Self harming
- ✓ Saying they have secrets that they cannot tell anyone
- ✓ Substance abuse or taking drugs
- ✓ Suddenly having unexplained sources of money
- ✓ Not having friends
- ✓ Acting in a sexually explicit way towards adults and children

This can also include sexually suggestive comments being made by an adult to actual sexual contact or it could involve inappropriate photography or videoing for the gratification of the viewer.

In adults this also includes rape, indecent exposure, sexual harassment, sexual teasing or innuendo, subjection to pornography or witnessing acts to which the adult has not consented or was pressured into consenting.

- **Emotional** This is probably the most difficult to measure. Often children who appear well cared for may be emotionally abused by being taunted, put down or belittled or because they receive little or no love, affection or attention from their parents/carers. It can also be displayed by being too protective particularly in the case of disabled people. *Again in adults this can include threats of harm, blaming, intimidation, withdrawing support networks or services.*
In the case of sport emotional abuse can occur when a person is not given help and encouragement and is constantly derided, ridiculed or ignored. Conversely it can also occur if a person is over-protected. This can be present in the unrealistic expectations of parents and coaches over what an athlete can achieve, or the undermining of an athlete through ridicule. Bullying is also likely to come into this category. It can include racist and sexually abusive remarks. Psychological abuse often includes emotional abuse and can include threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidating, coercion, harassment, verbal abuse, isolation or withdrawal of services or support networks.
- **Bullying** The damage caused by bullying is frequently underestimated. It can cause distress to the people being bullied to the extent that it can affect their health and development. Where bullying is concerned the abuser may well be another young person. Bullying can occur where there is inadequate supervision.
In a sports context this could be during a residential training event, in changing rooms. Increasingly bullying is occurring through the use of social media.
- **Radicalisation** The signs are often similar to those displayed by people being bullied and can lead to the young person becoming withdrawn and isolated from their normal friendship groups. It may also lead to a change of appearance e.g. dress and behaviour.
- **Poor practice** This includes any behaviour that contravenes Table Tennis England's Codes of Conduct. Many people will lack the skills or confidence to complain and it is important that the adults and officers of the club or league are alert and support those people being abused. Most poor practice should be dealt with through the club/league/county complaints procedure but in more serious cases they may be decided through the Table Tennis England's Disciplinary process following an investigation.

In addition the following may also be apply particularly where adults are concerned but not exclusively:

- **Modern Slavery** This encompasses slavery, modern trafficking, forced labour and domestic servitude. Traffickers and Slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
In sports this could be a participant missing from practice sessions and not responding to reminders from team members or coaches.
- **Domestic abuse** Including psychological, physical, sexual, financial and emotional abuse. It also includes 'honour' based violence.
In sport this may be a noticeable power imbalance between a participant and a family member.
- **Discrimination** Discriminatory abuse centres on a difference or a perceived difference particularly in respect of race, gender or disability or any of the protected characteristics identified within the Equality Act 2010.
This could be a club or team member harassing another team or club member because they are perceived to be transgender.
- **Organisational abuse** This includes neglect and poor care practice within an institution or specific care setting or could be related to care being provided in a person's home. This could be one off or ongoing poor treatment.
In sport terms it could be over training without the appropriate breaks.
- **Financial or material abuse** This could include theft, fraud, internet scamming, coercion in relation to and adult's financial affairs and arrangements, in connection with wills, property inheritance.
- **Forced marriage** This is different from an arranged marriage where both parties consent to the assistance of a third party in finding a spouse. It is where one or both of the parties are married without their consent or against their will. Whilst it would not happen in a sports setting club or team members may be aware and should report their concerns to the local authorities.
In sports terms it could be taking equipment away from a person with dementia or a learning disability

People should also be aware of discriminatory abuse based on the grounds of racism, sexism and any form of abuse targeting a person's ability, disability, age, sexual identity or religious belief. This should always be challenged.