



Child Protection Policy and Procedures

Introduction

A child is defined as a person under the age of 18 (Children Act 1989). However, note that throughout this document the term 'children' also includes vulnerable adults where appropriate.

Everyone who participates in the activities of Avon Ski Club is entitled to do so in an enjoyable and safe environment. Avon Ski Club have a moral and legal obligation to ensure that, when given the responsibility for children and vulnerable adults, coaches and volunteers provide them with the highest possible standard of care.

Avon Ski Club is committed to devising and implementing policies so that everyone in the sport accepts their responsibilities to safe guard children and vulnerable adults from harm and abuse. This means following procedures to protect them and reporting any concerns about their welfare to the CHILD PROTECTION OFFICER.

The aim of the policy is to promote good practice, providing children and young people with appropriate safety/protection whilst involved in the activities of Avon Ski Club, and to allow staff and volunteers to make informed and confident responses to specific child protection issues.

Avon Ski Club work in partnership with 'Child Safe', a police approved scheme to ensure the protection of children is maintained efficiently at all times.

Policy Statement

Avon Ski Club fully accepts its legal (Children's Act 1989) and moral obligations to provide a duty of care to protect all children. Avon Ski Club is committed to ensuring all Children participating in snowsports have a safe and positive experience.

We do this by:

- Ensuring that the welfare of children is paramount
- Making sure that all children, whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity are able to participate in snow sports in a fun and safe environment.
- Ensuring all reasonable steps are taken to protect children from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings.
- Ensuring that all suspicions and allegations of poor practice or abuse are taken seriously and responded to swiftly and appropriately.
- Making sure Avon Ski Club volunteers are provided with support and guidance in good practice and child protection procedures
- Working in partnership with parents and children is essential for the protection of children.

- following Snow Sport England's guidance on Child Protection and actively implements the procedures.
- Appointing a Child Welfare Officer and ensuring they receive the mandatory training for CWOs, so they have the necessary skills to undertake their role effectively.
- Ensuring children, parents, Club officials and members are aware that the CWO should be the first point of contact for any concerns.

Avon Ski Club's child protection policy is reviewed at every AGM or whenever there is a major change in the organisation or in relevant legislation.

It is not always easy to distinguish poor practice from abuse. It is therefore NOT the responsibility of employees or volunteers with Avon Ski Club to make judgements about whether or not abuse is taking place. It is however, their responsibility to identify poor practice and possible abuse, and to act if they have concerns about the welfare of a child.



Good Practice (based on section 2 of Snow Sport Englands Safeguarding Policy)

- Always work in an open environment (e.g. avoid private or unobserved situations and encouraging open communication with no secrets)
- Make the experience of snowsports fun and enjoyable: promote fairness, confront and deal with bullying
- Treat all children equally and with respect and dignity
- Always put the welfare of a child first, before winning, the child's welfare being paramount
- Be acutely aware of the power that a coach, volunteer or official develops with participants in snowsport and avoid any intimacy (sexual or otherwise)
- Avoid unnecessary physical contact with children. Where any form of manual/physical support is required it should be provided openly and with consent of the child. Physical contact can be appropriate so long as it's not intrusive or disturbing and the child's consent has been given.
- Involve parents/carers as much as possible, e.g. where children need to be supervised in changing rooms, encourage parents to take responsibility for their own child. If groups have to be supervised in changing rooms, always ensure parents, coaches etc. work in pairs.
- Gain written consent for any significant travel arrangements e.g. overnight stays
- Ensure that at away events an unaccompanied adult doesn't enter a child's room or invite a child to their room
- Always give enthusiastic and constructive feedback rather than negative criticism
- Recognise the developmental needs and capacity of the child and do not risk sacrificing welfare in a desire for club or personal achievements. This means avoiding excessive training or competition and not pushing children against their will
- Secure written parental consent for the organisation to act in loco parentis, and for the administration of emergency first aid or other medical treatment if the need arises
- Keep a written record of any injury that occurs, along with details of treatment given

If during your care you accidentally hurt a child, the child seems distressed in any manner, appears to be sexually aroused by your actions and/or if the child misinterprets or misunderstands something you have done, report any such incidents as soon as possible to another colleague and/or the club Child Protection Officer, and make a written note of it with dates and times. Parents should also be informed of the incident.

Use of Photographic/Filming Equipment

There is evidence that some people have used sporting events as an opportunity to take inappropriate photographs or film footage of children. Everyone should be vigilant and any concerns should be reported to Avon Ski Club's Child Protection Officer.



Please see Avon Ski Club's **Photographic/Recording Images Policy** for further guidance/information.

Responding to Concerns and Allegations

You may become aware of possible abuse in various ways.

- See it happening; or
- Suspect of have concerns
- Have concerns reported to you by either a member of the club or a third party

If a young person/child indicates that they are being abused:

- Stay calm so as not to frighten the child
- Reassure the child that they are not to blame and they were right to tell
- Listen to the child, showing that they are being taken seriously
- Don't investigate and keep questions to a minimum so that there is a clear and accurate understanding of what has happened. Only ask question to clarify things that they have already said
- Inform the child that other people have to be informed about what they have disclosed and that these people are experts in dealing with child protection (tell the child who they are)
- Safety of the child should be maintained. If the child needs urgent medical attention then call an ambulance, inform the doctors of the concern and ensure they are made aware that this is a Child Welfare issue
- Record all information, recording exactly what the child has said using their exact words
- Report the incident to Avon Ski Club's Child Protection Officer

Whistle Blowing and Sharing of Information/Concerns

Avon Ski Club acknowledges the need for a whistle blowing policy in line with the *Public Interest Disclosure Act 1998*. It is also important to have procedures for enabling staff and volunteers to share, in confidence with a designated person (Child Protection Officer), concerns they may have about a colleague's behaviour. See Avon Ski Club's **Whistle Blowing Policy** for further information.

Confidentiality

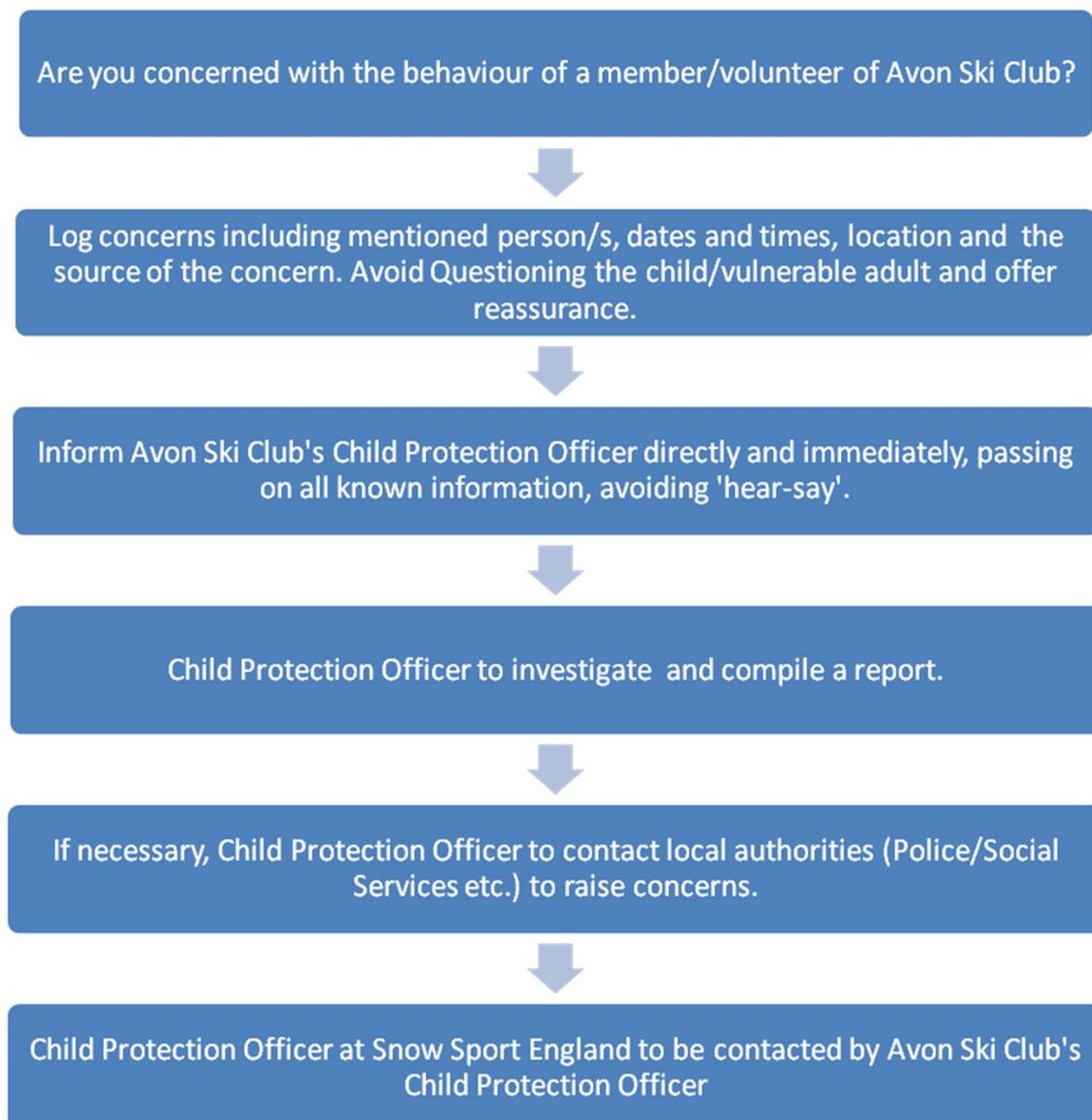


Every effort should be made to ensure that confidentiality is maintained for all concerned. Information be handled and disseminated on a need to know basis only, which may include the following people:

- ✓ The Club Child Protection Officer
- ✓ Parents of the child (where appropriate)
- ✓ The person making the allegation
- ✓ Social Services or the Police
- ✓ SSE Lead child protection officer
- ✓ The alleged abuser

All information should be stored in a secure place with limited access to designated people, in line with the data protection laws (*The Data Protection Act 1984 and 1998*)

Process of Reporting Concerns



Useful Contacts



Avon Ski Club's Child Protection Officer

Lara Furmidge tel: 07715 485398 @: larafurmidge@googlemail.com

Snow Sport England's Lead Child Protection Officer

Tel: 01215 012314 / 07775707364

NSPCC Child Protection in Sport Unit

Tel: 01162 347278 / www.sportprotects.org.uk

Childline UK

Post 1111, London, N1 0BR

Tel: 0800 1111

NSPCC Child Protection Helpline

Tel: 08088 005 000

Club Chairman Signature: _____ Date: _____

Club Welfare Officer Signature: _____ Date: _____



Policy written by Peter Kennell 18/03/2013

www.avonskiclub.co.uk

