



NORTH STAFFS



CLUB LTD

North Staffs Ski Club Safeguarding Policy

2024

NORTH STAFFS SKI CLUB SAFEGUARDING POLICY

This document is based on guidance from Snowsport England

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NSSC SAFEGUARDING POLICY

This policy is based on guidance from Snow Sport England’s SnowSafe Policy 2024

These policies recognise the welfare and interests of children, young people and vulnerable adults are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, socioeconomic status, sex or sexual orientation all children and young people:

- Have a positive and enjoyable experience in a safe environment.
- Are protected from abuse whilst participating in any activity within NSSC.

NSSC WILL:

- Promote and prioritise the safety and wellbeing of all children, young people and vulnerable adults.
- Ensure all volunteers who work with children, young people and vulnerable adults are recruited taking into account their suitability for that responsibility and are provided with safeguarding guidance and/or training in good practice and Child Protection procedures.
- Ensure DBS checks are carried out on those volunteers who require them.
- Ensure a Club Welfare Officer is appointed to support the Committee in promoting safeguarding at NSSC and ensure that appropriate safeguarding procedures and safer recruitment practice is followed.
- Ensure training and support are provided for Club Welfare Officers so they are aware of and understand best practice and how to manage any concerns.
- Ensure training and support are provided for all affiliated instructors so they are aware of and understand best practice and how to manage any concerns.
- Take all reasonable steps to protect children, and adults from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings.
- Ensure all cases of poor practice that may be abuse and any allegations of abuse are investigated and where appropriate, referred to other agencies.
- Support the person raising or disclosing the concern.
- Ensure all those in a position of responsibility throughout the organisation recognise it is not their responsibility to determine if abuse has occurred, but it is their responsibility to report and act on any concerns they have.
- Ensure that confidential, detailed and accurate records are kept of all safeguarding concerns and maintained and stored securely.

PROMOTING GOOD SAFEGUARDING PRACTICE:

This is everyone's responsibility. All those working with children, young people and vulnerable adults must ensure that:

- Everyone is treated equally and with dignity and respect.
- Good practice is promoted, to reduce the possibility of abusive situations occurring.
- They always work in an open environment (e.g. avoiding private or unobserved situations and encourage open communication with no secrets).
- They make the experience of fun and enjoyable and promote fairness.
- They confront and deal with bullying.
- They are an excellent role model, including not swearing, smoking or drinking alcohol in the company of young people.
- They always put the welfare of the child, young person or vulnerable adult first.
- They build a balanced relationship based on mutual trust, which empowers young people to share in the decision-making process.
- They, along with every instructor and volunteer reflect upon their own practice to ensure the safety and wellbeing of children at all times.
- They keep up to date with technical skills relative to coaching/other qualifications and insurance.
- They are aware of the power that an instructor, volunteer with participants in snowsport and avoid any inappropriate or intimate interaction.
- They always give enthusiastic and constructive feedback rather than negative criticism.
- They promote good sportsmanship, encouraging children to be considerate of others.
- They avoid unnecessary physical contact with children. Where any form of manual/physical support is required, it should be provided openly and with the consent of the child. Physical contact can be appropriate where necessary in the sport, so long as it is neither intrusive nor disturbing and the child's consent has been given.
- They use social media appropriately and follow their club's policy and guidance for this.
- They abide by all their club's Policies.
- They abide by NSSC's Code of Conduct.
- They take all concerns seriously and report any concerns relating to child safeguarding immediately.
- They 'whistle blow' if children's welfare or safety is being compromised.
- They help Snowsport England work towards eradicating harassment and abuse of children in snowsport.

Anyone in a position of responsibility must always behave professionally whilst in the presence of members of their club who are under the age of 18. This applies whether it is a club activity or not. Where cases arise where it is impractical or impossible to avoid certain situations, the task should only be carried out with the full understanding and consent of the parent and the child involved AND the Club Welfare Officer must be notified. The reasons for deviating from the above good practice should be documented on an Incident Report form and given to the CWO and made available on request to the relevant people concerned.

If an adult accidentally hurts a child, a child seems distressed in any manner, appears to be sexually aroused by an adult's actions, or if the child misunderstands or misinterprets something they have said or done, this must be reported as soon as possible to another colleague and a written note made of it. The Club Welfare Officer must be informed as soon as possible.

POSITIONS OF TRUST

Positions of Trust Appropriate behaviour and boundaries must be upheld by anyone "in a position of trust" at the club. Positions of trust would include, but are not limited to instructors, volunteers, Welfare officers, etc. Instructors in particular need to ensure they understand the power and influence they may have over children they are coaching. In a competitive environment this dependency will be increased. The relationship, in essence, is no different to that between a school teacher and pupils in their care. Most adults in a position of trust recognise the boundaries that must not be crossed in terms of the relationship with the young person. NSSC will ensure their young coaches are supported to understand these boundaries. Engaging in sexual relationships with a child under the age of 16 is a criminal offence and will be reported to the Police.

Engaging in a sexual relationship with a child aged 16 or 17 over whom you hold a position of trust would be a disciplinary offence and in some circumstances a criminal offence and will be reported to Police and Social Services. A person aged 18 or older who holds a position of authority or responsibility over a child or adult at risk is in a position of trust. Positions of trust are not defined by a qualification or job title, but by reference to the activity which the adult is carrying out in relation to the child or adult at risk, namely, coaching, teaching, training, supervising or instructing (including as a volunteer) on a regular basis. People who are in a position of trust must be aware of the power imbalance they hold over children and adults at risk and not use this for personal advantage or gratification. In June 2022, the Sexual Offences Act 2003 was changed to extend the abuse of position of trust offences to include where an adult is coaching, teaching, training, supervising or instructing a child under 18 years old within sport or religious settings. This means that under the Sexual Offences Act 2003, in England and Wales it is a criminal offence for a person in a position of trust to have a sexual or intimate relationship with a child under 18 years old, even if the relationship is deemed consensual. Therefore, any sexual activity (including online activity) between someone in a position of trust and a child under 18 years old will be formally reported as it may be a criminal offence.

Everyone within the club has a duty to raise concerns about the behaviour of any member which may be harmful to young people in their care, without prejudice to their own position.