



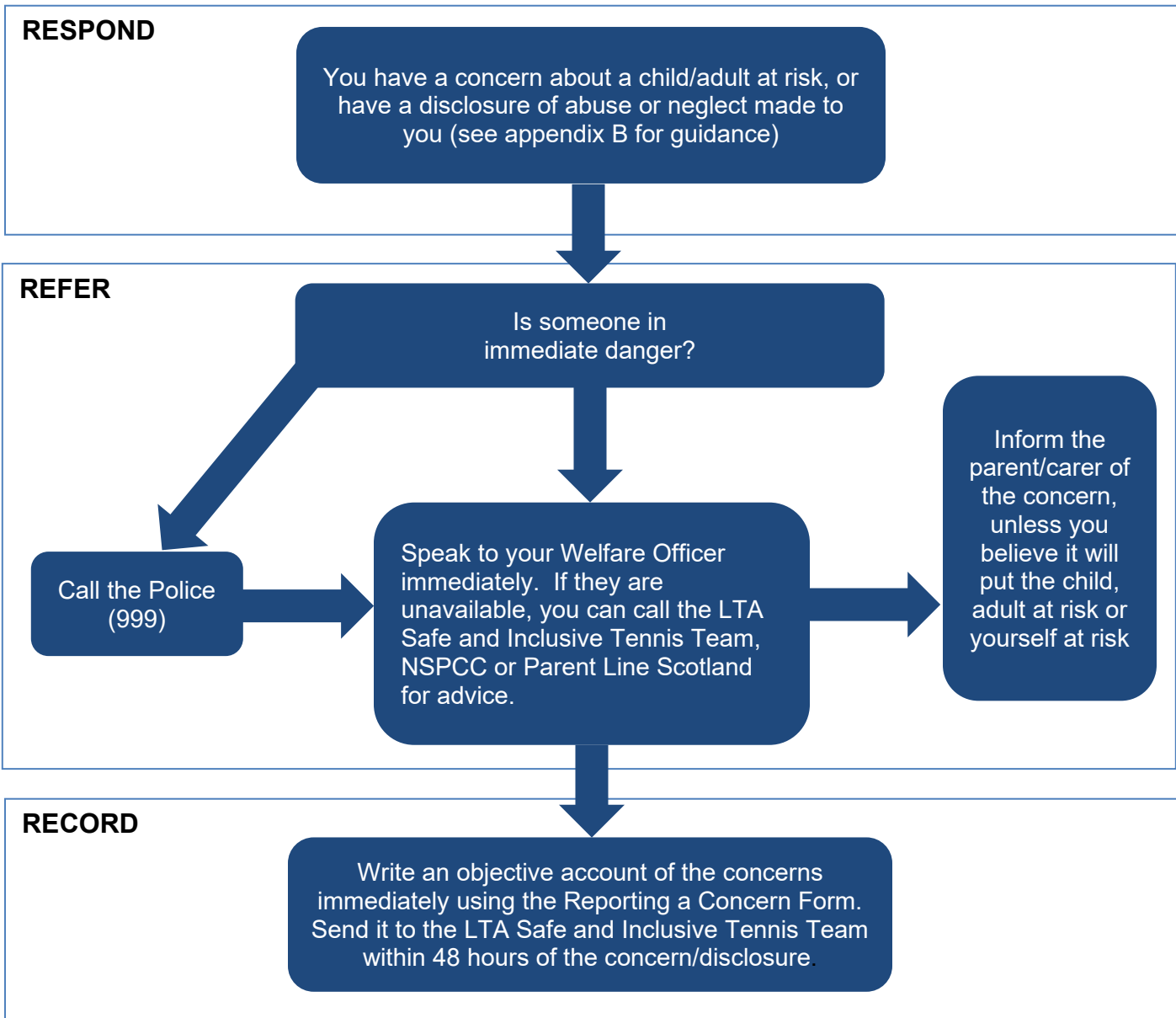
Bexleyheath Tennis Club

Safeguarding Policy

July 2021

Concern Reporting Procedure

Anyone who is concerned about the well-being of a child/ adult at risk, or has a disclosure of abuse or neglect made to them must:



Contact Details

LTA Safe and Inclusive Tennis Team

0208 487 7000 / safeandinclusive@lta.org.uk
(Monday to Friday, 9am to 5pm)

NSPCC
0808 800 5000

Club Welfare Officer – Paul Morris
Telephone No: 07817191814

Bexley Children’s Services Multi-Agency
Safeguarding Hub (MASH)
Telephone: Daytime hours (Monday to Friday
9am to 5pm) 0203 045 5440
Out of hours Tel: 0208 303 7777

Safeguarding Adults
Out of hours (5pm to 9am Monday to Friday
and 24-hour cover at weekends)
Tel: 0208 303 7777

Safeguarding Policy

1. Policy statement

The Bexleyheath Tennis Club is committed to prioritising the well-being of all children and adults at risk, promoting safeguarding in our club at all times, including all programmes and events we run. This Policy strives to minimise risk, deliver a positive tennis experience for everyone, and respond appropriately to all safeguarding concerns/disclosures.

Bexleyheath Tennis Club will therefore adhere to the following:

- aim to promote safe and inclusive tennis, empowering staff, volunteers, coaches, and members
to deliver a safe and inclusive venue and culture
- undertake safe and inclusive risk assessments
- ensure safe and inclusive information, including policies, reporting procedures are clearly displayed
- aim to create an enjoyable environment for all people who wish to take part in tennis or other sport and social activities
- believe that children, young people and vulnerable adults have the right to be safe, secure and free from threat
- believe that young people and vulnerable adults have the right to be treated with respect, and to have their concerns listened to and acted upon
- ensure that the needs of younger members are provided for through specific programmes, designated facilities, and safe practice
- have procedures in place to address poor practice, and to help any young person or vulnerable adult who appears to be at risk, or who appears to be the victim of abuse
- offer help and support when a child, young person or vulnerable adult tells us that they are affected by these issues
- take steps to ensure that any volunteers or professionals working with children are suitable to do so, through the use of references and background checks
- ensure that all relevant people have been vetted and approved through the LTA's Disclosure & Barring Service process
- ensure that all of those working with children are made aware of the LTA code of conduct for people working with children and vulnerable adults in tennis and are required to follow it.

The Club's Committee member who is specifically responsible for children, young people, child protection and all safeguarding matters is Paul Morris, the **Bexleyheath Tennis Club (BHTC) Safeguarding Officer**. Paul can be contacted on 0794 333 4582.

2. Use of terminology

Child: a person under the age of eighteen years.

Adult at risk of abuse or neglect: a person aged eighteen years or over who is, or may be, in need of community care services by reason of disability, age or illness; and is, or may be, unable to take care of, or unable to protect him or herself against abuse or neglect.

Safeguarding children: protecting children from abuse and neglect, preventing the impairment of children's health or development, ensuring that they grow up in circumstances consistent with the provision of safe and effective care, and taking action to enable all children to have the best life chances.

Safeguarding adults at risk: protecting adults from abuse and/or neglect. Enabling adults to maintain control over their lives and make informed choices without coercion. Empowering adults at risk, consulting them before taking action, unless someone lacks the capacity to make a decision, or their mental health poses a risk to their own or someone else's safety, in which case, always acting in his or her best interests.

(See appendix A for full glossary of terms).

3. Scope

This Policy is applicable to all staff, volunteers, committee members, coaches and club members. It is in line with national legislation and applicable across the UK.

Advice, guidance, and support is available from the LTA Safe and Inclusive Tennis Team.

4. Responsibility for the implementation of the Safeguarding Policy, Standards, Code of Conduct and Reporting Procedure

SAFEGUARDING IS EVERYONE'S RESPONSIBILITY: NOT RESPONDING TO A SAFEGUARDING CONCERN IS NOT AN OPTION.

- Our club's committee has overall accountability for this Policy and its implementation
- Our club Welfare Officer, Paul Morris is responsible for updating this Policy in line with legislative and club developments
- All individuals involved in/present at the club are required to adhere to the Policy and Code of Conduct
- The LTA Safeguarding Tennis Team can offer support to help clubs proactively safeguard.

Where there is a safeguarding concern/disclosure:

- The individual who is told about, hears, or is made aware of the concern/disclosure is responsible for following the Safeguarding Reporting Procedure. Unless someone is in immediate danger, they should inform their club Welfare Officer, LTA Safe and Inclusive Tennis Team or National Safeguarding Lead.
- The club Welfare Officer and Safeguarding Leads are responsible for reporting safeguarding concerns to the LTA Safe and Inclusive Tennis Team
- The LTA Safe and Inclusive Tennis Team is responsible for assessing all safeguarding concern/disclosures that are reported to them and working with the club Welfare Officer and national Safeguarding Leads to follow up as appropriate on a case-by-case basis, prioritising the well-being of the child/ adult at risk at all times. Dependent on the concern/disclosure, a referral may be made to:
 - The police in an emergency (999)

- Local Authority Children’s Services - Bexley Children’s Services Multi-Agency Safeguarding Hub
- (MASH) Telephone: Daytime hours (Monday to Friday 9am to 5pm) 020 3045 5440. Out of hours Tel: 0208 303 7777
- Local Authority Adult Services – Bexley Adult Services Out of hours (5pm to 9am Monday to Friday and 24-hour cover at weekends) Tel: 0208 303 7777
- Designated Officer (England only) for concerns/disclosures about a member of staff, consultant, coach, official or volunteer Tel: 0208 303 7777
- Disclosure and Barring Service for concerns/disclosures about a member of staff, consultant, coach, official or volunteer Tel: 03000 200 190.
- The LTA Safeguarding and Protection Committee for advice and guidance.

5. Position of Trust

In legal terms, Position of Trust (POT), refers to a person occupying a position of authority, such as a teacher, cleric or sports coach, either over an individual or within an organisation. For the purposes of this Safeguarding Policy, POT is distinctive from a position of authority and is determined on the specific facts including the conduct of the offender. Any coaches at BHTC will be considered to be in a POT.

Trust refers to " confidence in or reliance on, some quality or attribute of a person".

What should BHTC coaches do?

Our coaches will have read, understood signed up to and comply with the code of conduct at BHTC.

Our coaches will maintain a relationship with all young people that is appropriate to their role and reflects positively on BHTC.

Coaches will not have email or social media contact or seek to have any direct telephone contact with any young person, under the age of 18. Contact with any young person, outside of court, should only be via their parent, carer, or guardian.

Coaches will not engage, or seek to engage, in sexual activity or sexualised communication via social media with any young person under 18, for whom they are responsible.

If you think that, as a coach, a young person's behaviour indicates that they are seeking to develop or engage in an inappropriate relationship with you, it is your responsibility to bring this to the immediate attention of BHTCs Safeguarding Officer.

A coach must not respond to a young person in any way that could be interpreted as encouraging the young person concerned. Make a written record of your concerns with relevant details.

Advice for anyone concerned about possible abuse of Position of Trust (POT).

If you suspect that an abuse of POT has occurred, is occurring, or may occur, you should report this immediately to the BHTC Safeguarding Officer.

Make a written record of your concerns and relevant details.

If you feel your concern has not been dealt with appropriately, you should consult with Bexley Local Authority Designated Officer, or Bexley Childrens Services.(See section 4 above for contact details). They have a duty to exercise responsibility in respect of concerns about Position of Trust

6. Breaches of the Safeguarding Policy, Standards, Code of Conduct and Reporting Procedure

- Breaches of this Policy and/or failure to comply with the outlined responsibilities may result in the following:
- Disciplinary action leading to possible dismissal and legal action;
- Termination of current and future roles within the club and roles in other clubs, the LTA, Tennis Wales, Tennis Scotland and the Tennis Foundation.

Actions taken by staff, consultants, volunteers, officials, coaches inside or outside of the club that are seen to contradict this Policy may be considered a violation of this Policy.

Where an appeal is lodged in response to a safeguarding decision made by the club, the individual should adhere to the club's appeal procedure

7. Related policies and guidance

Diversity and Inclusion Policy

8. Whistleblowing

Anyone who does not feel comfortable raising a concern with the Club Welfare Officer should contact the LTA Safeguarding Team directly on 0208 487 7000, the Local Authority Designated Officer (LADO) or the NSPCC on 0808 800 5000.

Safe and Inclusive Code of Conduct

All members of staff and volunteers agree to:

- Prioritise the well-being of all children and adults at all times
- Be a positive role model. Act with integrity, even when no one is looking
- Help to create a safe and inclusive environment both on and off court and promote the Fair Play values: enjoy; respect
- Value and celebrate diversity and make all reasonable efforts to meet individual needs
- Keep clear boundaries between your professional and personal life, including on social media
- Check you have the relevant consent from parents/carers, children and adults before taking or using photos and videos
- Ensure your own roles and responsibilities, and those of everyone you are responsible for, are clearly outlined and everyone has the information, training and support to carry them out

- Where possible, do not be alone with a child or adult at risk
- Do not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such*
- Doing nothing is NOT an option: report all concerns and disclosures as soon as possible, following the Concern Reporting Procedure. If someone is in immediate danger, call the police (999)

All children agree to:

- Be friendly, supportive and welcoming to other children and adults
- Play fairly and honestly
- Respect club staff, volunteers and Officials and accept their decisions
- Behave, respect and listen to your coach
- Take care of your equipment and club property
- Respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, culture, religion or sexual identity
- Not use bad, inappropriate or racist language, including on social media
- Not bully, intimidate or harass anyone, including on social media
- Not smoke, drink alcohol or take drugs of any kind on club premises or whilst representing the club at competitions or events
- Talk to the club Welfare Officer about any concerns or worries they have about themselves or others.

All adults agree to:

- Positively reinforce your child and show an interest in their tennis
- Always use appropriate language
- Be realistic and supportive
- Never ridicule or admonish a child for making a mistake or losing a match
- Treat all children, adults, volunteers, coaches, officials and members of staff with respect
- Behave responsibly at the venue; do not embarrass your child
- Accept the official's decisions and do not go on court or interfere with matches
- Encourage your child to play by the rules, and teach them that they can only do their best
- Deliver and collect your child punctually from the venue
- Ensure your child has appropriate clothing for the weather conditions and provide sunscreen where appropriate
- Ensure that your child understands their code of conduct
- Adhere to your venue's safeguarding policy, diversity and inclusion policy, rules and regulations
- Provide emergency contact details and any relevant information about your child including medical history.

The Code of Conduct should be interpreted in a spirit of integrity, transparency and common sense, with the best interests of children and adults at risk as the primary consideration.

This Policy is reviewed every two years [or earlier if there is a change in national legislation].

This Policy is recommended for approval by:

Club Committee Chair Dave Williams Date: July 2021

Club Welfare Officer Paul Morris Date: July 2021

Appendix A: Glossary of Terms

Safeguarding: protecting **children** from abuse and neglect, preventing the 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 taking action to enable all children to have the best life chances. Enabling **adults at risk** to achieve the outcomes that matter to them in their life; protecting their right to live in safety, free from abuse and neglect. Empowering and supporting them to make choices, stay safe and raise any concerns. Beginning with the assumption that an individual is best placed to make decisions about their own wellbeing, taking proportional action on their behalf only if someone lacks the capacity to make a decision, they are exposed to a life-threatening risk, someone else may be at risk of harm, or a criminal offence has been committed or is likely to be committed.

Abuse and neglect

Physical abuse: A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or adult at risk. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness

Sexual abuse: Involves forcing or enticing a child or young person to take part in abuse sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children

Emotional abuse: The persistent emotional maltreatment of a child or adult at risk such as to cause severe and persistent adverse effects on their emotional development. It may involve conveying to a child/ adult at risk that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person; not giving them opportunities to express their views; deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed, including interactions that are beyond a child or adult at risk's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing them participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing a child or adult at risk to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Neglect: The persistent failure to meet a child/ adult at risk's basic physical and/or psychological needs, likely to result in the serious impairment of their health or development. It may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- protect a child/ adult at risk from physical and emotional harm or danger.
- ensure adequate supervision (including the use of inadequate caregivers); or

- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's or adult at risk's basic emotional needs. Neglect may occur during pregnancy as a result of maternal substance abuse.

Additional examples of abuse and neglect of adults at risk

Financial abuse: having money or property stolen; being defrauded; being put under pressure in relation to money or other property; and having money or other property misused.

Discriminatory abuse: treating someone in a less favourable way and causing them harm, because of their age, gender, sexuality, gender identity, disability, socio-economic status, ethnic origin, religion and any other visible or non-visible difference.

Domestic abuse: includes physical, sexual, psychological or financial abuse by someone who is, or has been a partner or family member. Includes forced marriage, female genital mutilation and honour-based violence (an act of violence based on the belief that the person has brought shame on their family or culture). Domestic abuse does not necessarily involve physical contact or violence.

Psychological abuse: including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

Organisational abuse: where the needs of an individual are not met by an organisation due to a culture of poor practice or abusive behaviour within the organisation.

Self-neglect: behaviour which threatens an adult's personal health or safety (but not that of others). Includes an adult's decision to not provide themselves with adequate food, clothing, shelter, personal hygiene, or medication (when indicated), or take appropriate safety precautions

Modern slavery: encompasses slavery, human trafficking, criminal and sexual exploitation, 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.

- A person who is being abused may experience more than one type of abuse
- Harassment, and bullying are also abusive and can be harmful
- Female Genital Mutilation (FGM) is now recognised as a form of physical, sexual and emotional abuse that is practised across the UK
- Child Sexual Exploitation is recognised as a form of sexual abuse in which children are sexually exploited for money, power, or status
- Child trafficking is recognised as child abuse where children are often subject to multiple forms of exploitation. Children are recruited, moved, or transported to, or within the UK, then exploited, forced to work or sold
- People from all cultures are subject to abuse. It cannot be condoned for religious or cultural reasons
- Abuse can have immediate and long-term impacts on someone's well-being, including anxiety, depression, substance misuse, eating disorders and self-destructive Conducts, offending and anti-social Conduct
- Those committing abuse are most often adults, both male and female. However, child-to-child abuse also takes place.

Appendix B: What to do if a disclosure from a child or adult at risk is made to you:

1. Reassure the child/adult that s/he is right to report the behaviour
2. Listen carefully and calmly to him/her
3. Keep questions to a minimum – and never ask leading questions
4. Do not promise secrecy. Inform him/her that you must report your conversation to the LTA Safe and Inclusive Tennis Team (and the police in an emergency) because it is in his/her best interest
5. **REPORT IT!** If someone is in immediate danger call the police (999), otherwise talk to the LTA Safe and Inclusive Tennis Team as soon as possible. Once reported, the Safe and Inclusive Tennis Team will work with you to ensure the safety and well-being of the child/ adult at risk
6. Do not permit personal doubt prevent you from reporting the concern/disclosure
7. Make an immediate objective written record of the conversation using the Reporting a Concern Form (*add link*). Make certain you distinguish between what the person has actually said and the inferences you may have made. Your report should be sent to the LTA Safe and Inclusive Tennis Team within 48 hours of the incident, who will store it safely.

Reporting a Safeguarding Concern within the Tennis Environment

