



Wales Squash and Racketball Case Management Panel (WSRB CMP)

1 Introduction and Background

The principal role of the Case Management Panel is to inform referring organisations of the approach they should take in all reported cases related to the welfare and protection of children. Principally this will relate to the 'route' a case should take within Squash and/or via external referral to statutory agencies.

All cases will be referred to the WSRB CMP so that it can effectively monitor and review the cases in Squash. Until the extent of poor practice and abuse in the sport can be quantified it will remain difficult to persuade all stakeholders that prevention policies are necessary and that Squash should continue to invest resources into this work. Information on recorded cases can help to develop more effective targeting of risk management strategies and resources, which will help to improve prevention, reduce unwarranted fears, and also ensure best value in the use of resources.

The WSRB CMP will ensure that in dealing with cases the decision making process is not only consistent and fair, but also that it is separated from the process of investigation. The WSRB CMP will also rationalise the process of dealing with cases. i.e. there will be one Panel as opposed to several Case Management Panels.

2 What do we mean by cases?

- Reported concerns about abuse of children outside of Squash i.e. in a child's family or community.
- Reported concerns about poor practice or abuse of children within Squash, by adults or other young people.
- Reported concerns about historical abuse allegations.
- Positive CRB disclosures.

3 Function/Role of the WSRB CMP

- Risk identification.
- Provide consistency and fairness in decision making.
- Promote co-operation and confidence in decision making.
- Provide information and advice to partner organisations and WSRB Management.
- Record evidence of how decisions were made and information passed to the referring organisations.
- Monitor and review cases. This will involve providing case summaries (anonymised) with outcomes to the WSRB Management.
- Advise on practice and policy development. Any urgent changes referred directly to the WSRB Management.
- Monitor consistency of CRB assessments made by partner organisations.
- Provide consistency with other sporting bodies (benchmarking).
- Support the NGB Lead Child Protection Officer in carrying out their role and responsibilities.

What the Case Management Panel will not do:

- Replace the role and responsibility of the statutory agencies. The group will work to complement and co-ordinate within Squash, any action that is being taken by the statutory agencies investigating concerns about the welfare of a child or young person.
- Investigate cases.
- Remove or relieve partner organisations of their disciplinary role.

4 Principles

- Independence - the group is empowered by WSRB to make recommendations on actions that the referring organisation should take without influence or prejudice.
- Confidentiality - all child welfare/protection matters must be regarded as highly confidential and not for disclosure outside the group unless so agreed, on a strictly need to know basis in line with the Data Protection Act and Human Rights Act.
- Impartiality – If a case refers to an individual who is personally known by a member of the WSRB CMP that member should withdraw from dealing with the case. The referring organisation will be allowed to nominate an alternative member to the CMP to represent them.
- Experience - the group will include people who have relevant knowledge and experience to enable the group to fulfil its purpose. The group will require experience, understanding and awareness of child welfare/protection issues, decision making processes, criminal justice, and best practice in Squash. It is recommended that at least one member of the group is external to the WSRB CMP and has current professional child protection knowledge and experience, such as a child protection social work manager or child protection team officer. The WSRB Lead Officer should initially be co-opted by the group in an advisory role, with no decision making responsibilities. Once the group has experience of case management the role of the WSRB Lead Officer on the CMP should be reviewed. A member from the referring organisation with relevant knowledge and expertise maybe co-opted by the group on a case by case basis.
- Equity and Anti-discriminatory Practice - all decisions made by the group will be fair, open and transparent. An open mind needs to be kept in all cases until they have been resolved. The group should be guided by the member organisations' equity policies and the principle that all children have the right to protection from abuse regardless of their race, ethnic origin, gender, disability, religious belief system or sexual orientation.
- The welfare of the child is paramount – this principle is enshrined in the Children Act 1989. In any decision taken by the group, the welfare of the child is the paramount concern and takes precedence over those of any adult where there is a perceived conflict of interest.

5 How will the group operate?

- The group will work to complement and co-ordinate within Squash, any action that is being taken by the statutory agencies investigating concerns about the welfare of a child or young person.

- The group should receive a case presentation (verbal or written) from the Lead Officer of the referring organisation, within 24-48 hours of the concern/incident being reported.
- A meeting of the WSRB CMP can be called together at anytime to decide the route of a case. A decision is made on the route of a case within 24-48 hours.
- In urgent cases a decision could be made over the telephone by two members of the group. One of these members must be the external independent advisor with current professional child protection knowledge and experience.
- Decision made on the level of risk/concern posed to children in Squash and information given to the referring organisation. If the case is being dealt with by the statutory agencies timescales will be determined by the statutory agencies processes. If a case is dealt with by WSRB timescales will be determined by the relevant NGB's Disciplinary and Complaints procedures.
- The group must receive information back from referring organisation.
- Appropriate parties are kept informed of progress by the Lead Officer. There should not be a period of more than 28 days without communication with involved parties. If timescales cannot be met they are informed of the reason for the delay.
- Case management processes should not extend over more than three months. Only in exceptional circumstances should timescales extend up to six months.
- Provide case summary information (anonymised) with outcomes to the WSRB CMP.
- Any urgent changes to practice and policy development referred directly to the WSRB CMP.
- Case records are kept secure and confidential by the Lead Officer of the referring organisation.
- If one member of the group feels unable to contribute to the decision making process in a particular case for whatever reason, that individual may withdraw from the group.

6 Group membership

The group should consist of a minimum of three members and a maximum of six. It is recommended that the position of Chair alternates around the members of the group on a case by case basis.