



Child Protection Newsletter

CHILD PROTECTION RAISING AWARENESS COURSE ATTENDEES

David Cope, Merthyr
Roy Gingell, Maesteg
John Harwood, Risca
David Jenkins, Cardiff
Derek Misell, Cardiff
Chris Rees, Porthcawl
Steve Rigby, Woodridge
Shelly Robinson, St Mellons
Diane Selley, Squash Wales
Hayley Thomas, Cardiff
Peter Wells, Porthcawl

Matthew Crowley, Pontypool
Bob Gould, Aberdare
Mike Howe, Glamorgan
Wayne Leyshon, Swansea
Chris Neye, Woodridge
Tony Richards, South Glam
Clive Roberts, Merthyr
Mike Rowe, St Mellons
Geoff Thomas, Swansea
Julia Wells, UWIC
Jenny Wright, UWIC

GOOD PRACTICE AND CHILD PROTECTION COURSE ATTENDEES

Chris Rees, Squash Wales
Tony Richards, South Glam
Ian Robinson, Pontadawe
Louise Rolph, Maesteg
Michael Rowe, St Mellons
Tejwant Singh Saran, Monmouth
Paul Thomas, Vale Hotel
Chris Travers, Holywell
Gavin Wilde, Glamorgan University
Fiona Williams, Cowbridge
Karen Workman, St Mellons
Sophie Yorke, Glamorgan

David Rees, Llanelli
Chris Robertson, Squash Wales
Shelly Robinson, St Mellons
Dewi Rose, Risca
Sioned Scott, Vale Hotel
Tim Spencer, Aberdare
Zac Thomas, Rhiwbina
Anna Wallace, Cowbridge
Eleri Williams, Fairwater
Jamie Williams, Bridgend
Mike Workman, Squash Wales
Frank Yung, St Mellons

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Squash Wales Steering Group are given a GREEN Bill of Health from the NSPCC and the Sports Council of Wales for the Child Protection Policy.

Squash Wales National Child Protection Register

Name	Coach - Role	Qualification	Level Disclosure	Licence
Bob Perry	National	3	Full	Y
Matthew Crowley	National	4	Full	Y
Chris Robinson	National	3	Full	Y
Christine Rees	National	2	Full	Y
Greg Tippings	National	3	Full	Y
Andrew Evans	National	4	Full	Y
Matthew Crowley	Lead CORE - South	4	Full	Y
Andrew Evans	Lead CORE - North	4	Full	Y
Huw Griffiths	CORE - S	2	Full	Y
Christina Rees	CORE - W	2	Full	Y
Chris Robinson	CORE - E	3	Full	Y
Bob Perry	CORE - E	3	Full	Y
Mark Davies	CORE - N	2	Self	Y
Nick Birt	CORE - E	3	Full	Y
Stephan Roberts	CORE - N	3	Full	port
Tim Bridle	CORE - N	2	Self	Y
Phil Carnall	CORE - N	3	Full	Y
Mike Khan	CORE - N	3	WCVA	port

Staff	Role	Qualification	Level Disclosure	Licence
Philip Brailey	Chairman	-	Full	
Chris Robertson	National Coach	4	Full	Y
Mike Workman	Director of C & D	4	Full	Y
Bob Perry	S.East Development	3	Full	Y
Christina Rees	S.East Development	2	Full	Y
Chris Robinson	S.East Development	3	Full	Y
Sharon Ellwood	Tournament Officer	-	WCVA	
Shelly Robinson	Jnr Dev Event Officer	-	WCVA	
Andrew Evans	RPO North	4	Full	Y
Phil Carnall	RDO North	3	Full	Y
Mike Howe	RDO West	3	Full	Y
Karen Workman	Child Protection	-	Full	N

Squash Wales Whistle Blowing

It is important that Squash Wales has well known procedures for enabling staff and volunteers to share, in confidence with a designated person, concerns they may have about a colleague's behaviour

This may be behaviour linked to child abuse or behaviour that pushes boundaries beyond acceptable limits. If this is consistently ignored a culture may develop within an organisation whereby staff and young people are 'silenced'.

Squash Wales is fully supportive of 'whistle blowing' for the sake of the child, and will provide support and protect those who 'whistle blow'. While it is difficult to express concerns about colleagues, it is important that these concerns are communicated.

All staff and volunteers will be encouraged to talk to the Squash Wales Child Protection Lead Officer (details below) if they become aware of anything that makes them feel uncomfortable.

Squash Wales Child Protection Lead Officer

Mike Workman, Director of Coaching & Development
Squash Wales Ltd

Tel: **01633 682119**
E-mail: mike@squashwales.co.uk
Website: www.squashwales.co.uk

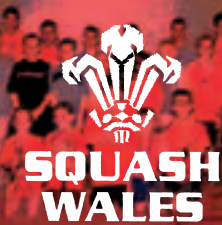
Or Contact

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Fax: **+44 (0)1633 680998**

e-mail: sue.evans@squashwales.co.uk
Website: www.squashwales.co.uk





Equity Policy

Statement of Intent

Squash Wales Ltd is fully committed to the principles of the equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer, child, young person, competitor or official receives less favourable treatment on the grounds of age, gender, colour, disability, ethnicity, race, parental or marital status, nationality, religious belief, political persuasion, social background or sexual preference. Squash Wales will ensure that there will be open access to all those who wish to participate in the sport and that they are treated fairly. We will do this by not asking people to provide details relating to above mentioned categories unless there is a practical reason for requiring the information. This is likely to be, but is not limited to, information relating to gender or an individuals eligibility to play in a tournament or competition.

Legal Requirements

Squash Wales Ltd is required by law not to discriminate against its employees or members and recognises its obligations.

Types of Discrimination

1. Direct Discrimination - This means treating someone less favourably than you would treat others in the same circumstances.
2. Indirect Discrimination - This means applying equally a requirement or condition, which has a disproportionate and detrimental effect on one or more groups of people because fewer of that group(s) can comply with it and the requirement cannot be justified in relation to the circumstances. When decisions are made about an individual, the only personal characteristics taken into account will be those which are necessary to the proper performance of the task or job under consideration.
3. Harassment - This can be described as anything, including but not limited to, inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient.

Squash Wales is committed to ensuring that its employees, members and players are able to conduct their activities in

an environment that is free from harassment or intimidation. Squash Wales regards discrimination and harassment as described above as gross misconduct and any employee of the company, participant or volunteer who discriminates against or harasses any other person will be liable to appropriate disciplinary action.

4. Victimisation - When someone is treated less favourably than others because he or she has taken action against Squash Wales under one of the Acts detailed above or provided information about such discrimination.

Positive Action

Squash Wales may take positive action or introduce special measures for any group which is currently under-represented in membership, representative bodies or employees.

Monitoring and Evaluation

Squash Wales will monitor and evaluate this policy, practices, procedures and operations on an ongoing basis and report its findings to employees and members on a regular basis. The Chairman has overall responsibility for the implementation of the equity policy. The Squash Wales Executive and Management Committees are responsible for providing appropriate procedures to deal with the investigation into and disciplinary process in connection with any alleged breach of this policy and/or any related codes of practice which may be issued from time to time.

Disciplinary and Grievance Procedures

To safeguard individual rights under this policy an employee, member or volunteer who believes that he or she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, member or volunteer who is proved to have violated Squash Wales Equity Policy. Squash Wales will ensure that individuals feel able to raise any grievance and no employee, member or volunteer will be penalized for doing so unless their allegation is not true and was not made in good faith.

quality and profile of coaching, which will be vital to the development of sport and individuals.

Squash is in a fortunate position to be one of the 20 sports to receive time, support and resources to meet the criteria of the UKCC. Squash Wales will be working with England Squash, Scottish Squash, and Ulster Squash to develop a joint UK Coach Education Programme. The work necessary to meet UKCC requirements has begun and will span over the coming 2 years.

This is a fantastic opportunity for squash.



Policy Statement

Responsibilities

Squash Wales will:

- accept the moral and legal responsibility to endorse and implement procedures to provide a duty of care for young people, safeguard their well-being and protect them from abuse
- respect and promote the rights, wishes and feelings of young people and disabled adults
- recruit, train and supervise its employees/volunteers to adopt best practice to safeguard and protect young people from abuse, and themselves against false allegations
- require staff/volunteers to adopt and abide by the Squash Wales Code of Ethics and Code of Conduct, and the Child Protection Policy and Procedures
- respond to any allegations appropriately and implement Squash Wales disciplinary and appeals procedures

Principles

The guidance given in the child protection procedures is based on the following principles:

- The welfare of young people (the Children's Act 1989 defines a young person as under 18 years) and disabled adults is the primary concern.
- All young people, whatever their age, culture disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse. These are the principles of equality of opportunity, as laid down in the Equity Policy.
- It is the responsibility of the child protection experts to determine whether or not abuse has taken place but it is everyone's responsibility to report any concerns.
- All incidents of suspicious poor practice and allegations should be taken seriously and responded to swiftly and appropriately.

- Confidentiality should be upheld in line with the Data Protection Act 1998, the common law of confidentiality, and the Human Rights Act 1998.

Confidentiality

The legal principle that the 'welfare of the child is paramount' means that the considerations which might apply to other situations in the organisation should be allowed to override the right of young people to be protected from harm. However, every effort must be made to ensure that confidentiality is maintained when an allegation has been made and is being investigated.

Legal and Procedural Framework

The practices and procedures within the Squash Wales policy are based on the principles contained within UK legislation and Government guidance.

Working Together

The framework for the child protection system within England and Wales, and the roles and responsibilities of statutory and voluntary agencies, is outlined in Working Together to Safeguard Children 1999, Department of Health.

Communication

A key principle underpinning Working Together, is working in partnership with parents, carers and all others with responsibility for safeguarding children and young people. In order to promote the child protection policies and procedures, it is important that every effort is made to communicate these as widely as possible. Squash Wales should ensure that information about the policy and procedures is available from a range of sources. For example, booklets, newsletters, website, posters, briefings, workshops/training events, helpline information. These sources should be promoted into the clubs.

How Healthy is your Club

What is the Squash Wales Club Charter?

Squash Wales clubs that hold a Charter will have the following:

- An infrastructure that is child friendly/accessible and welcoming with excellent facilities plus qualified, registered and fully insured coaches.
- Coaches and officials who have adopted the Squash Wales Child Protection Policy and procedures.
- Approved to deliver the Squash Wales National Coaching Scheme.
- Experience in forging links with local schools.
- Excellent coaching and competitive programmes catering for all levels of ability.

The Club Charter is a development programme which will:

- Increase the number of adults and juniors playing squash through structured playing and competitive programmes.
- Increase the recruitment, education and development of coaches and volunteers.
- Improve the infrastructure of Squash Wales club network.

What are the Benefits?

The following are in addition to the benefits offered to affiliated clubs and are exclusive to clubs who have achieved a Charter award:

- Squash Wales Reward
- External club plaque
- Squash Wales Certificate of Achievement
- Permission to use the Squash Wales Club Charter logo on club promotional material e.g. websites, newsletters, letterheads
- Tailored package of club support from the Regional Development Officer
- Opportunities to host: - Coach Education Courses - Sanctioned Events - Junior Development Events
- Clubs are listed on the Squash Wales website with a link to the clubs website.

What next?

Please contact Squash Wales on: **01633 68210** or e-mail: squashwales@squashwales.co.uk to receive your Club Charter Assessment Pack.

UKCC UPDATE

The Squash Wales Coach Education Programme is set to undergo a major review within the next two years in response to government research and recommendations. The UK Coaching Certificate (UKCC) is a key recommendation by the Coaching Task Force and will be a five-level flexible learning system, developed to build on good practice that already exists within existing coach education structures and to ensure equivalence of qualifications across sport.

The UKCC indicates the Governments intention to improve the

