

Priorities for the Child Protection in Sport Unit

By Karen Workman, Senior Consultant, Child Protection in Sport Unit

Key Achievements

During the last 12 months, the CPSU and Sports Council for Wales (SCW) have worked together to establish a safeguarding framework for Wales entitled: 'A Framework for Safeguarding and Protecting Children in and through Sport in Wales'. A Welsh version of the document is available on the SCW and Welsh Sports Association websites. The framework encompasses an overarching approach to safeguarding children in and through sport, and incorporates:

Standards • Support • Progress and Evaluation

There are five standards in the Framework:

Policy • Procedures • Practices Education and Training • Implementing and Monitoring

A two year financial arrangement between the CPSU and SCW has been agreed, to ensure that National Governing Bodies (NGBs) have access to professional guidance and support. Ten NGBs have been invited to join phase one.

Priorities

- The NGBs in the first phase will work together in Learning Sets. The SCW envisage rolling this out to additional groups of NGBs each year.
- Support for NGBs not involved in the Framework Support Process, will also be provided, in relation to case advice, policy approval and review, and training.
- NGB Lead Officer meetings will be held three times per year, to include all NGBs.
- Continual Professional Development for Lead Officers will also be provided, in terms of Time to Listen and Risk Assessment and Safe Recruitment training.
- An ISA implementation group has also been formed, involving representatives from the CPSU, SCW, Welsh Sports Association, NGBs, the Welsh Assembly Government, and WCVA CRB umbrella body.

Cross –Functional Working

- Close links will be maintained with the other home countries involved with the CPSU
- This will include 'mapping' of the home country standards, to ensure consistency
- Discussions with the public policy team in Wales to continue, to ensure updates with the Welsh Assembly Government are known
- Media preparation ongoing with the Divisional communications team, for photo shoot on 19th May, with Welsh Assembly Ministers
- Involvement with the Participation sub group to continue, to increase involvement of young people in CPSU work.

Well done...

Caernarfon and Dysynni squash clubs achieve the Squash Wales Bronze Club Charter and Saints achieve Silver.



Equality Policy

Statement of Intent endorsed by the Squash Wales Board

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.

Squash Wales - Where are we now?

Squash Wales (SQW) developed and implemented its first equality action plan in 2007 during work towards the Racial Equality Standards. In 2008 it was seen as timely to review and update this in line with the new Equality Standard and it was necessary to build on the work done and the examples of good practice already underway. The Squash Wales equality action plan is designed as a rolling plan which is reviewed and updated annually.

Equality is central to the SQW 4 year objectives and strategic aims. The Squash Wales Coaching Scheme and all that operates under its umbrella has five stages within it and key aspects within these stages are, Club Development (the Club Charter), Coach Education and Development (UKCC) and Competition. Volunteers are also at the centre of all stages as they form the life blood of the sport.

Club Development

A priority for Squash Wales is to gradually increase the number of Charter Clubs in Wales and coupled with this, the number of satellite leisure centres and schools attached to them. All Charter Clubs must operate following SQW equality guidelines, must ensure the volunteers are trained in this area and must operate open and fair volunteer recruitment policies. Squash Wales will only promote and endorse Charter Clubs within the wider sporting community to ensure that all the clubs used and promoted are fully equitable and compliant in Safeguarding and Protecting Children in Sport standards. It is through Charter Clubs and County Associations that SQW are able to best support the volunteer network, so again equality is central to this process.

Coach Education and Development (UKCC)

SQW operate a robust coach education programme, and have been identified as a trail blazer within the UKCC framework, which is fully compliant with equitable practice. SQW also operate a coach licensing scheme which is there to set standards. As part of this scheme coaches must attend equality training to obtain the higher level of licence. SQW will only employ licensed coaches.

Competition

SQW run a varied domestic competition programme and also support grassroots level competitions that operate within respective counties. By using Chartered Clubs for activities such as the SQW Excellence and Area Performance programmes, which operates regionally, SQW can ensure that only clubs that implement the equality guidelines are used. Moving forward, this will become more apparent for all events, it is now feasible to only use Charter Clubs for SQW sanctioned events.

Squash Wales

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SQUASH WALES

child
Safety
& Equality

our priority





Welsh Assembly Government Minister backs framework to safeguard children in sport

A new framework for safeguarding children in and through sport has been endorsed by Welsh Assembly Government Minister, Jane Hutt.

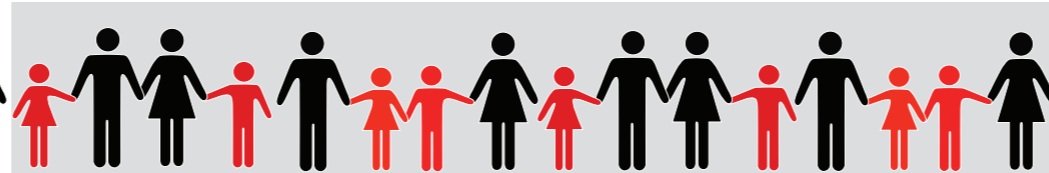
The framework, which has been jointly developed by the NSPCC Cymru/Wales' Child Protection in Sport Unit and the Sports Council for Wales, provides practical support for sporting organisations and groups throughout Wales to help raise child protection standards within their sport. The framework, which is relevant to all sports at all levels and to any sporting activity that takes place in an organised setting, is aimed at helping to create a safer sporting environment for children and young people. It will provide clarity to sports organisations and help them identify what they need to do to protect children and minimise avoidable risks.

Jane Hutt, Minister for Children, Education, Lifelong Learning and Skills, said: "The safeguarding and well being of children and young people is a top priority for the Welsh Assembly Government and we welcome the development of the NSPCC's and Sports Council for Wales's new framework for safeguarding and protecting children in and through sport in Wales. "

"It's crucial that at a time when we want as many children as possible to be taking part in physical activity that we should take great care to ensure their safety whilst undertaking that activity. This framework will help sporting organisations to keep children in their care safe. I'm therefore happy to endorse it and I would like to commend the Sports Council for Wales and the NSPCC for their work in producing it."

Anne Tiivas, director of the NSPCC Child Protection in Sport Unit said: "When implemented fully, the framework should provide parents with more confidence and peace of mind. Most important of all, it should help create safer environments for children, where they can enjoy and get the very best from their involvement in sport in Wales."

Philip Carling, chair of the Sports Council for Wales, said "We're committed to making sure that the safety and welfare of children is at the very top of the agenda in Welsh sport. We are delighted to team up with NSPCC Cymru/Wales."



A view from the NGB Squash Wales Lead Safeguarding and Protecting Children in Sport Officer

The aim in Squash Wales is to create a safe environment for children, members, officials and volunteers, and to help to maintain a high standard of professionalism and standard of practice that can be associated with the sport.

A copy of the Squash Wales Safeguarding & Protecting Children Policy and Procedures is held at the Squash Wales Office and is available on the Squash Wales website www.squashwales.co.uk

Squash Wales aims to create and maintain a positive profile for child protection, where it is high on people's agendas, and where child protection has become a talking point in clubs, on coaches' courses, and in the training of officials.

A Safeguarding Children Steering Group has been formed to help drive these messages positively into the counties and into the clubs. The aim is to increase the network of designated club welfare officers, ultimately seeking to identify a nominated person in each junior club. If you are interested in being your club representative, then please contact the Squash Wales Office squashwales@squashwales.co.uk

If you have any queries or any issues that you may need to discuss in relation to Safeguarding and Protecting Children, then please do not hesitate to contact Mike Workman, Squash Wales Lead Officer mike@squashwales.co.uk

A UK Framework to support safety

The UK Coaching Framework(UKCC) aims to create "a cohesive, ethical, inclusive and valued Coaching System where skilled coaches support children, players and athletes at all stages of their development in sport". It also makes specific reference to the necessity for all coaches and organisations involved in coaching to have a particular responsibility for safeguarding children. The Framework emphasises a participant – centred approach to coaching, and children's right" to be safe, nurtured, healthy, active and happy in sport".

Coaching Register Information

Only members of the Coaching Register are licensed to carry out coaching activities on behalf of Squash Wales in accordance with the level of qualification obtained. The scheme is managed by Squash Wales. Membership of the Coaching Register has a maximum duration of 12 months. The renewal date each year is 1st September. Members are required to complete a personal disclosure form as part of the Safeguarding and Protecting Children Policy and submit to a CRB check every 3 years. More Information on www.squashwales.co.uk



Impact of new Vetting and Barring scheme

Employers working with children and vulnerable adults are responsible for the safety and well being of those individuals. Legislation will streamline the vetting and barring process and increase the levels of protection.

The scheme aims to do this by preventing those who are deemed unsuitable to work with children and vulnerable adults from gaining access to them through their work. The Act introduced a new vetting and barring scheme to significantly strengthen safeguards. This will be achieved by:

- **Integration of lists** - the Protection of Children Act list, the Protection of Vulnerable Adults list, List 99 for teachers and all disqualification orders will be combined and held centrally
- **Continuous updating** - employers will be notified if a person's status changes
- **Pre-employment vetting** - barring decisions made prior to employment must be declared to employers
- **Consistent decisions by experts** - the Independent Safeguarding Authority, an independent statutory body, has been established to continually monitor the barred list
- **Real time and domestic checks** - employers will have instant access on-line and parents can check the status of nannies and private tutors

All individuals who wish to work with children or vulnerable adults need to be registered. The register will confirm whether there is any known reason why an individual should not work with these groups.

The core purpose of the Act is to prevent unsuitable people from working with children and vulnerable adults. The Scheme will reform current vetting and barring practices, but employers retain their responsibilities for ensuring safe recruitment practices. This will be done by:

- Providing employers with a more effective and streamlined vetting service for potential employees
- Barring unsuitable individuals from working, or seeking to work; with children and vulnerable adults at the earliest opportunity

The Independent Safeguarding Authority will:

- Maintain the barred lists and decide to include individuals on the barred lists
- Consider representations
- Comprise a balance of different expertise

The Criminal Records Bureau will:

- Receive applications to the scheme
- Gather and monitor information for the Independent Safeguarding Authority
- Administer automatic inclusions on the barred list
- Provide the facility for online checks and continuous updates

The Welsh Sports Association recently asked all Governing Bodies for their views on the new scheme and has fed the information back to the Independent Safeguarding Authority. The consultation sought views on a wide range of policy issues that will ensure the successful implementation of the Act. The outcome of this consultation will define those individual workers and volunteers within sport that will be brought within the scope of the Act and therefore required to register with the Independent Safeguarding Authority. In the meantime, the Department for Children, Schools and Families and the Home Office are drafting the regulations and guidance that will underpin the scheme and help prepare for its launch.

For more information please visit: <http://www.everychildmatters.gov.uk/independentsafeguardingauthority>