



ENGLAND MEN'S & MIXED NETBALL ASSOCIATION

Safeguarding Policy

Version	Reviewed By	Date	Next Review Date
01	Chris Stanford	August 2022	August 2023

2022-2023 Safeguarding Policy

<p>1.</p>	<p>Purpose & scope of policy</p>	<p>This Safeguarding Policy sets out England Men’s & Mixed Netball Association’s (EMMNA) approach to fulfilling its commitment to creating and maintaining a safe enjoyable environment for anyone at risk, who take part in the sport of netball.</p> <p>This policy applies to all members of EMMNA. This policy also applies to all players, coaches, volunteers, members, contacted participants and individuals involved in any other role within Netball. This policy is expected to be followed by all; whether at an EMMNA organised competition, internationally or a locally organised competition in a region or county; whether part of the National Programme, or playing at a local club.</p> <p>Where necessary, EMMNA will take Disciplinary Action against any members and connected participants and staff where breach of this Policy, Safeguarding Disciplinary Regulations or the Codes of Conduct and Disciplinary Regulations is alleged.</p> <p>This Policy operates in conjunction with the legislation governing safeguarding and protecting adults at risk, and EMMNA works with external partners to ensure best practice is implemented. It is also to be read in conjunction with the Codes of Conduct, Safeguarding Disciplinary Regulations and all other relevant EMMNA policies and procedures.</p> <p>EMMNA has robust guidance for clubs and participants in terms of player welfare and safeguarding.</p> <ul style="list-style-type: none"> • Anti-Bullying and Harassment Policy • Player Welfare and Safeguarding Policy
<p>2</p>	<p>Expectations and standards</p>	<p>EMMNA is committed to the development of Men’s and Mixed Netball at both national and international levels. Operating with integrity, professionalism and robust governance.</p> <p>Within this mission the welfare and safeguarding of all within our game is paramount. Everyone from grass roots to international (Pathways) has a part to play in ensuring Men’s and Mixed netball participants are safe and getting the most they can from the game.</p> <p>EMMNA considers it everybody’s responsibility to safeguard Adults at Risk and Youth players within our sport.</p> <p>Safeguarding can be defined as: “Protecting somebody’s right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse and neglect, while at the same time making sure that mental and physical wellbeing is promoted” England Netball Safeguarding.</p> <p>EMMNA is committed to the following principles within our safeguarding policy. Our expectation is for all clubs, participants and partners to implement a shared practise of these values in terms of safe guarding and welfare.</p> <ul style="list-style-type: none"> • Ensure all members, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, martial or gender status have the right to be protected from abuse and poor practise and to participate in an enjoyable and safe environment.

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		<ul style="list-style-type: none">• Ensure all members have their rights, dignity and worth be respected.• Recognise ability and disability, and note that these can change over time.• Create safe and welcoming environments from training, games and events where participants will be respected and develop whilst within a fun environment.• To help, develop and support netball events, affiliated clubs and teams to implement similar policies.• Promote good practise and a shared practise of safeguarding is everybody's responsibility. Ensuring the safety and wellbeing of all adults and youth. Reporting of incidents and observations made will be acted on appropriately.• Ensure EMMNA events are run to the highest standards regarding safety on and off court.• Constantly review our way of working, working in partnership with members, clubs and the board. Reviewing good practise.• Embed safeguarding across our sport from grass roots to international, under a clear process.• Provide resources and training to participants, members and working group.• Have a safeguarding professional in appointment. Have a welfare professional in appointment.• Celebrate all participants with respect.• Embed a working ethos across all EMMNA platforms and events.• Make safeguarding personal to the case involved. Respecting views, wishes, beliefs and wants as part of the safeguarding process.• Respond with professional and swiftly to all complaints and concerns.• Make use of appropriate agencies in safeguarding.• Provide guidance and update guidance in line with the times.• Follow government legislation and the equality act 2010. <p>These values and commitments align with those of England Netball, Government, Safeguarding bodies and EMMNA.</p>
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<p>3</p>	<p>Types of abuse</p>	<p>Whilst responsibility of referrals and investigations lie with the club safeguarding officer and EMMNA safeguard Lead/ Player Welfare Lead. It is important for coaches, volunteers and other members of the club environment to recognise different types of abuse. (Sourced from England Netball.)</p> <p>Types of Abuse and Indicators</p> <p>People with care and support needs, such as older people or people with disabilities, are more likely to be abused or neglected. They may be seen as an easy target and may be less likely to identify abuse themselves or to report it. People with communication difficulties can be particularly at risk because they may not be able to alert others. Sometimes people may not even be aware that they are being abused, and this is especially likely if they have a cognitive impairment. Abusers may try to prevent access to the person they abuse. This is not intended to be an exhaustive list but an illustrative guide as to the sort of behaviour or issue which could give rise to a safeguarding concern and help you to identify abuse and recognise possible indicators.</p> <p><u>Physical Abuse</u></p> <p>Includes hitting, slapping, pushing, kicking, and misuse of medication, restraint or inappropriate sanctions.</p> <p>Possible indicators of physical abuse</p> <ul style="list-style-type: none"> • No explanation for injuries or inconsistency with the account of what happened • Injuries are inconsistent with the person’s lifestyle • Bruising, cuts, welts, burns and/or marks on the body or loss of hair in clumps • Frequent injuries • Unexplained falls • Subdued or changed behaviour in the presence of a particular person • Signs of malnutrition <p><u>Sexual Abuse</u></p> <p>Including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting. Possible indicators of sexual abuse:</p> <ul style="list-style-type: none"> • Bruising, to the thighs and upper arms and marks on the neck • Unusual difficulty in walking or sitting • The uncharacteristic use of explicit sexual language or significant changes in sexual behaviour or attitude. • Self-harming • Fear of receiving help with personal care • Reluctance to be alone with a particular person <p><u>Financial or Material Abuse</u></p> <p>Including theft, fraud, internet scamming, coercion in relation to an adult’s financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits. Possible indicators of financial or material abuse:</p> <ul style="list-style-type: none"> • Missing personal possessions • Unexplained lack of money or inability to maintain lifestyle
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<p>4.</p>	<p>Guidance on information sharing</p>	<p>Although we want to make safeguarding personal there are some circumstances when we need to take action and share information without an adult’s consent.</p> <p>Sometimes an adult at risk may not want you to act on your concerns or their disclosure. This may be because they are scared or fearful of the repercussions from you taking action.</p> <p>It may also be because they are not aware abuse is taking place or have the mental capacity to make an informed decision and understand to remain in their current situation is unsafe.</p> <p>Sharing information with the right people, is central to good practice in safeguarding adults.</p> <p>You should not keep safeguarding concerns about adults at risk to yourself. Explain to the adult that you must pass the concern on to your Safeguarding Lead, as you have a duty of care. You should reassure the adult that they will be fully included on what happens.</p> <p>Workers and volunteers within netball should always share safeguarding concerns in line with EMMNA’s policy, usually with their safeguarding lead or club welfare officer in the first instance, except in emergency situations. If it does not increase the risk to the individual, the worker or volunteer should explain to them that it is their duty to share their concern with their safeguarding lead or welfare officer.</p> <p>The safeguarding lead or club welfare officer will then consider the situation and plan the actions that need to be taken, in conjunction with the adult at risk and in line with the organisation’s policy and procedures and local safeguarding adult’s board policy and procedures.</p> <p>A conversation can be had with the safeguarding adult’s team without disclosing the identity of the person in the first instance. If it is thought that a referral needs to be made to the safeguarding adult’s team, consent should be sought where possible from the adult at risk.</p> <p>Individuals may not give their consent to the sharing of safeguarding information with the safeguarding adult’s team for a number of reasons. Reassurance, appropriate support and revisiting the issues at another time may help to change their view on whether it is best to share information.</p> <p>If they still do not consent, then their wishes should usually be respected. However, there are circumstances where information can be shared without consent.</p> <p>It is appropriate to report concerns without an adult’s consent when:</p> <ul style="list-style-type: none"> • You have reason to believe the adults health and or wellbeing will be adversely affected by ongoing harm. • Other people are, or may be, at risk from the person causing harm, including children. • It is necessary to prevent a crime, or a serious crime has been committed. • Sharing the information could prevent a crime and help to stop abuse • The adult may be under duress or being coerced
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<p>5.</p>	<p>The role of the club safeguarding officer (CSO)</p>	<p>The Club Safeguarding Officer (CSO) is the first point of contact for all safeguarding issues within the club. They are the main point of contact for all children and adults to report concerns and disclosures, handling concerns calmly and sensitively in line with the EMMNA Reporting a Safeguarding Concern Procedures.</p> <p>The CSO is the person to take appropriate action on receipt of any concerns or referrals and liaise with EMMNA Lead Safeguarding Officer to handle concerns.</p> <p>The CSO is responsible for giving advice about the wellbeing, safeguarding and protection of all member's, promoting good practice and safeguarding within the club and to work with others to ensure that a safe and inclusive environment is achieved.</p> <p>It is a requirement for all clubs who have under 18s as members to appoint a CSO and where possible we would encourage clubs to recruit two CSOs. Those in these positions will be supported by EMMNA and can be provided with links to safeguard training. The CSO will have an enhanced DBS check. It is recommended by EMMNA the CSO is independent of the coaching team.</p> <p>The Person</p> <ul style="list-style-type: none"> • The CSO needs to be comfortable being well known in the club and in playing a lead role in advocating for the children, young people and adults in their environment. • They need to work with others to ensure that everyone has a fun, enjoyable and safe experience. • They are passionate about creating an environment that enables children, young people and adults to thrive within netball. • The CSO needs to be accessible and approachable, especially for children, young people and adults. • Ideally the CSO will not be the coach or volunteer with direct responsibility for coordinating or delivering the junior or adult programmes at the club, as it is important that this person's role is as independent as possible. <p>Skills</p> <ul style="list-style-type: none"> • Approachable and enthusiastic • Respectful, unbiased, empathetic • Professional, reliable, committed and helpful • Engaging and supportive • Caring and compassionate • Good listener and friendly • Organised and able to create and maintain records appropriately • Trustworthy, tactful and aware of the need for confidentiality <p>Knowledge</p> <ul style="list-style-type: none"> • Awareness of the local statutory child protection network, including the contact details for the local police and Children's Services, the role of the Local Safeguarding Children's Board (LSCB), Local Authority Designated Officer and an awareness of local inter-agency child protection procedures. • Knowledge of core legislation and government guidance on safeguarding.
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		<p>people and adults at risk at club level.</p> <ul style="list-style-type: none"> • To sit on the club management committee to advise on child and adult at risk safeguarding issues or be in attendance as necessary. • To educate the members of their club on the Reporting a Safeguarding Concern Procedure and good practice in safeguarding. • To advise the club on appropriate training for coaches and volunteers based on the EMMNA recommended safeguarding training requirements <p>For further information, contact Chris Stanford mailto: emmnasafeguarding@gmail.com</p>
<p>6.</p>	<p>Reporting a safeguarding concern</p>	<p>EMMNA provides the following guidance for you to follow should you have a concern, or someone raises concerns with you, regarding an adult at risk. All staff and volunteers have a role and responsibility for the safety and wellbeing of adults. It is not your responsibility to decide whether an adult has been abused. It is however everyone's responsibility to respond to and report concerns. In particular, you must:</p> <p>Recognise – Be able to identify abuse and neglect and raise a concern Respond – Reassure the individual, tell them what you will need to do, ask them what they want to happen Refer – Contact your Safeguarding Lead if either you recognise or suspect abuse and neglect, or you are responding to an allegation from or about an adult at risk Record – Who, what, where, when – make sure you write down what you see, hear or are told separating fact from fiction. Keep your record safe and maintain confidentiality</p> <p>Top Tips</p> <ul style="list-style-type: none"> • Ensure safety of the adult, if the adult needs immediate medical attention call the emergency services • Stay Calm, don't panic, and do not make any promises. • You do not need consent to discuss a concern with your Safeguarding Lead. • If the concern needs to be referred to Adult Social Care this is when consent from the adult will be obtained. • You do not have to be an expert in assessing capacity but try to follow the 5 principles of the Mental Capacity Act. • Listen to what the adult has to say, reassure them, tell them what you will need to do. • Be confidential, don't tell everyone. • Ask the adult what they would like to happen, make sure their views, wishes and choices are listened to. • Make sure you write down what you see, hear or are told separating fact from fiction. <div style="border: 1px solid black; padding: 10px; text-align: center; margin: 10px 0;"> <p>Sharing the right information, at the right time, with the right people, is fundamental to good practice in safeguarding adults.</p> </div> <p>Recognise What should I be recognising?</p> <ul style="list-style-type: none"> • General concerns about an adult's welfare • Concerns relating to a safeguarding incident e.g. poor practice or abuse.

		<ul style="list-style-type: none"> • Concerns, suspicions, or allegations of misconduct • Code of conduct breach • Allegations of abuse by or against any adult <p>If you suspect that an adult at risk may have been the subject of any form of abuse or neglect, the allegation must be referred as soon as possible. Do not start asking leading questions which may jeopardise any formal investigation.</p> <p>A leading question is where you suggest an answer or provide options that only need a 'yes' or 'no' answer, instead of allowing the person to explain things in their own words. An example would be asking 'did X hit you?' instead of 'how did you get that bruise'? Use open questions such as 'what happened next'? Only ask questions to confirm that you need to refer the matter to someone else.</p> <p>If the person has difficulty communicating, ask them if they would like someone there to assist or interpret, but do not assume that they want their regular carer present.</p> <p>If you have concerns about an adult, you have a duty to report these to your Safeguarding Lead. (Seek EMMNA guidance if needed).</p> <p>You do not need consent to discuss a concern with your Safeguarding Lead. It is good practice to have a conversation with the adult and inform them you are concerned and will pass this onto the Safeguarding Lead. If the concern needs to be referred to Adult Social Care this is when consent from the adult will be obtained.</p> <p>However, you can get advice from Social Care without giving details, don't let the issue of consent get in the way of getting advice</p> <p>A complaint, concern or allegation may come from a number of sources: the adult at risk, their carers or, someone else within your organisation. It may involve the behaviour of one of your volunteers or employees, or something that has happened to the person outside the sport. Adults at risk may confide in someone they trust, in a place where they feel at ease.</p> <p>An allegation may range from mild verbal bullying to physical or sexual abuse. If you are concerned that an adult may be being abused, it is NOT your responsibility to investigate further BUT it is your responsibility to act on your concerns.</p> <p>Respond</p> <p>If you receive a disclosure relating to an adult's welfare or wellbeing the key things you should do are:</p> <ul style="list-style-type: none"> • Stay calm – ensure that the person is safe and feels safe • Avoid showing your emotions if you are upset, disgusted or in disbelief of what you are being told • Ensure that the adult feels safe and is not in danger • Not to make assumptions or judgments about what you are being told • Show and tell the person that you are taking what he/she says seriously • Reassure the person and stress that he/she is not to blame • Be careful about physical contact, it may not be what the person wants • Make a note of what the person has said using their own words as soon as
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		<p>practicable. Complete an Incident Form and submit to the Lead Safeguarding or Welfare Officer</p> <ul style="list-style-type: none"> • Be honest, explain that you will have to tell someone else to help stop the alleged abuse • Remember to make safeguarding personal. Obtain the adults view of what they would like to happen • Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is accurate. • Be mindful of the need to be confidential at all times, this information must only be shared with your Lead Safeguarding or Welfare Officer and others on a need to know basis. • If the matter is urgent and relates to the immediate safety of an adult at risk then contact the emergency services immediately. • Follow your organisation’s safeguarding procedures. <p>You should never:</p> <ul style="list-style-type: none"> • Confront the alleged abuser • Rush into actions that may be inappropriate • Make promises you cannot keep (eg. you won’t tell anyone) • Ask questions unless you are clarifying information. • Ask leading question. • Take sole responsibility, always follow the clubs guidelines/ EMMNA guidelines <p>You may be upset about what the person has said or you may worry about the consequences of your actions. However, one thing is certain – you cannot ignore it. Professionals involved in taking decisions about adults at risk must take all of the circumstances into account and act in the individual’s best interests.</p> <p>You are not expected to be able to take such decisions. <u>Always seek, ask and get support from EMMNA Welfare Officer and Safeguard Lead.</u></p> <p>Refer</p> <p>It is important to remember that it is not your responsibility to decide whether or not an adult has been abused; this should be left to professionals to consider the information and conduct enquiries. It is however your responsibility to act on any concerns.</p> <p>If you have a concern about an adult at risk within netball you should refer to the EMMNA flowchart.</p> <p>Even if the incident is not related to the sport of netball, you should follow this procedure. This is common practice in sport.</p> <p>If you are concerned someone is in immediate danger, contact the Local Authority or the police on 999 straight away. Where you suspect that a crime is being committed, you must involve the police.</p> <p>All local authority websites will provide a contact number, including an out of hour’s number. They will want to know contact details for the person.</p> <p>When you have needed to report matters to the police or Adult Care Services, you should complete the Incident or Concern Report Form, and include the</p>
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		<p>details of who you have reported the matter to, with contact details.</p> <p>This should be sent to the local Club Safeguarding Officer. EMMNA Safeguarding team will liaise with the statutory agencies and the Club Safeguarding Officer. You may be asked to provide a full witness statement in order for further action to be taken.</p> <p>You will not normally hear anything more about the matter. This would be normal practice as naturally all safeguarding matters are strictly confidential. You can reassure yourself that you have done what was needed and reported the matter so that the right people can take the right action. In less immediately dangerous cases, you should report your concerns to the Club Safeguarding Officer.</p> <p>The Club Safeguarding Officer should always report the matter to the EMMNA Safeguarding Team</p> <p>The matter will be discussed and where it is appropriate, advice will be given as to how the case can be handled locally.</p> <p>If you have concerns and / or you are told about possible or alleged abuse, poor practice or wider welfare issues you must report this to your Lead Safeguarding and the Welfare Officer.</p> <p>Although everyone has a role to play in ensuring that participants are safe, it is recommended that a designated individual has specific responsibility for implementing your policy, and acts as the point of contact to receive information and advice from the EMMNA.</p> <p>We recommend the use of the term ‘Club Safeguarding Officer’. This may be, but does not have to be, the same person who undertakes that role in relation to children.</p> <p>Ideally it should be someone with relevant knowledge and experience, who is perceived as being approachable by both adults at risk and their carers. They don’t need to be an expert – that is the role of Adult Social Care Services.</p> <p>The designated person’s general terms of reference could include:</p> <ul style="list-style-type: none"> • Maintaining an up to date policy and procedures, compatible with the England Netball’s. • Ensuring that relevant staff and/or volunteers are aware of and follow the procedures, including implementing safe recruitment procedures. • Advising the management committee on safeguarding issues. • Maintaining contact details for local Adult Social Care Services. <p>If there is a concern, the designated person would:</p> <ul style="list-style-type: none"> • Be the first point of contact for any concerns or allegations from adults at risk, carers or others, ensuring that confidentiality is maintained in all cases. • Decide on the appropriate action to be taken, in line with the organisation’s procedures and in conjunction with the person in charge. • Keep EMMNA informed as necessary according to procedure. <p>Everyone in the organisation should know who the Club Safeguarding Officer is and how to contact them.</p>
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2022-2023 Safeguarding Policy

		<ul style="list-style-type: none"> • Further investigation is required before a decision is made • There is a case to answer and needs to proceed through the England Netball Safeguarding Disciplinary Regulations. <p>If there is a case to answer. The Case Management Group will then decide on the appropriate action and outcomes. This could be (list not exhaustive);</p> <ul style="list-style-type: none"> • No case to answer/no further action • Resolved with agreement between parties • Training/Mentoring/support • Referral to another organisation • Referral to statutory services • Criminal investigation/proceedings • Sanctions including warning / suspension • Disciplinary process initiated <p>Before any alert or referral is made to appropriate authorities, EMMNA will work to achieve consent from the adult at risk involved. This consent will inform all decisions and actions taken. If consent is not received from the adult at risk their wishes will be respected except where there is a risk to other members of the public, a serious crime has been committed or the individual at risk does not have the capacity to give consent. Capacity shall be considered in line with the Mental Capacity Act 2005 and each individual’s ability to give consent will be taken into account.</p>
<p>7.</p>	<p>Review Process</p>	<p>EMMNA’s Safeguarding Officer will review this Safeguarding Policy on an annual basis in consultation with EMMNA’s Chair and EMMNA’s Executive Committee. Proposed changes to this Policy must be approved by EMMNA’s Executive Committee. This Safeguarding Policy (including any final variations or amendments) will be made available on the EMMNA website and made available to all members on request.</p>