



Blackheath Squash Club

Established 1928

Safeguarding Policy



Blackheath Junior Squash takes all protection, including Child Protection and Vulnerable Adult Safety seriously – The safety of all, including children, is our first concern.

Blackheath Squash Club mandates the use of eye protection for **ALL** players under the age of 18. Coaches **MUST** be advised of any health issues, allergies or concerns before any sessions or coaching commences, and contact details for parents or guardians must be given where appropriate for use in the event of an emergency.

Coaches will endeavour to...

- treat everyone fairly and equally
- provide a safe environment in which to learn and play
- keep it light-hearted & fun, without pressure to win, win, win
- provide appropriate safety equipment & mandate its use where necessary
- match tasks to players' playing ability
- help players to learn to win with grace and cope with losing, turning it to their advantage
- not tolerate any bullying or similar abuse among players

Players should...

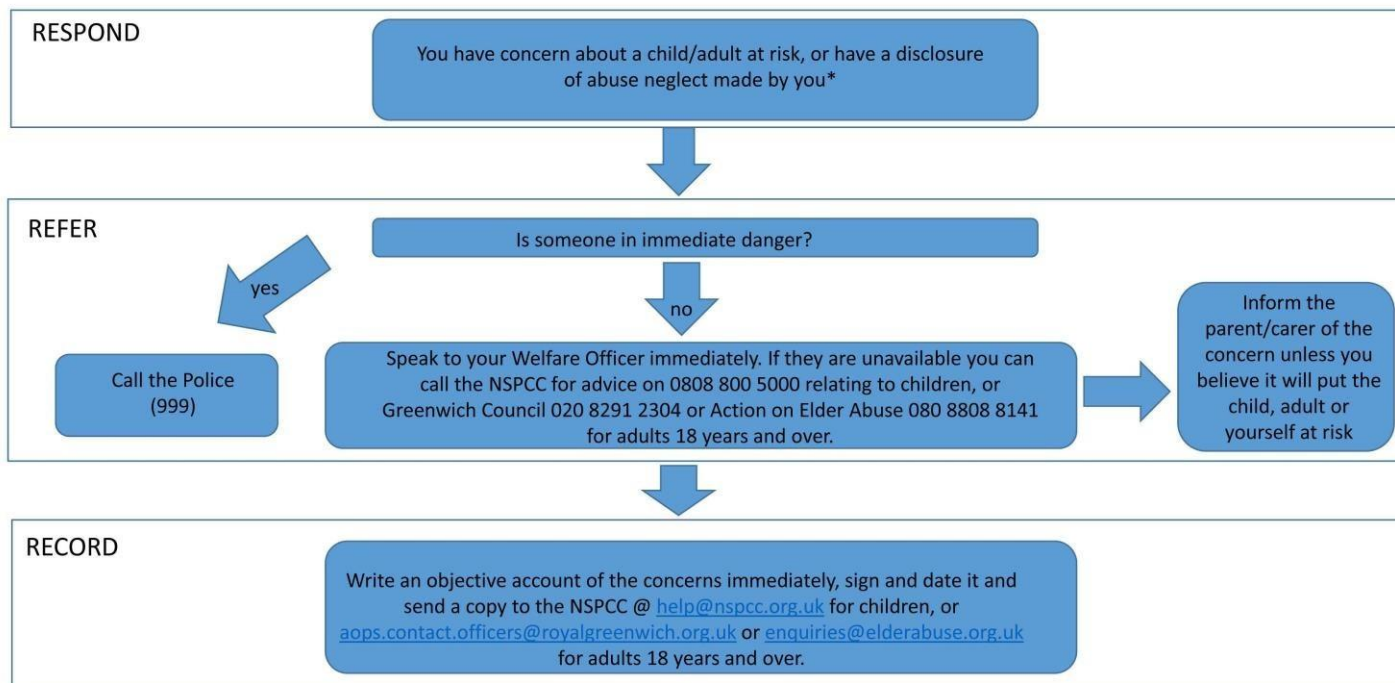
- Inform the coaches of any special requirements, health issues, allergies or concerns before playing
- turn up on time to minimise disruption to sessions • be courteous to other players and the coaches
- not display behaviour that is:
 - **Dangerous**
 - **Disrespectful**
 - **Disruptive**

If you have any complaints or concerns about Coaches, Junior Coaches, Members or feel someone may be at risk, but **where there is NO immediate danger**, please contact the Club's Welfare Officer (unless the complaint is against them), who will investigate and take the necessary action (see below). If you cannot contact the Welfare Officer or are unhappy with the way this matter is being dealt with or wish to escalate please contact the Chairman or a member of the Committee.

The full reporting procedure is shown in the flowchart on the next page. **NB: Malicious or false accusations will be taken very seriously and all such instances will be reported to the Police.**

Concern Reporting Procedure

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



*see appendix B for guidance on responding to a disclosure

Contact details for reporting concerns

If someone is in immediate danger, call the police: 999 Contacts:

- Club Welfare Officer: Ville Leppanen - Control + [Click here to email](#)
- Chairman: Kevin Clark
- Committee Members:
 - o Danny Dowling – Club & Membership Secretary
 - o Neil Harris – Club Treasurer
 - o Fred Francis – General Committee Member
 - o Keith Bonsels – General Committee Member
- NSPCC for advice regarding Children – Telephone 0808 800 5000 – email help@nspcc.org.uk
- Royal Borough of Greenwich (18 years or older) – Adult Safeguarding Team (24 Hours) - Phone: 020 8921 2304 (out of hours: 020 8854 8888) – email: aops.contact.officers@royalgreenwich.gov.uk
- Action on Elder Abuse (18 years or older) – Phone: 080 8808 8141 – email: enquiries@elderabuse.org.uk

Safeguarding Policy

Policy statement

Blackheath Squash 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 experience for everyone and respond appropriately to all safeguarding concerns/disclosures.

Terminology

Child: a person under the age of eighteen years.

Note that some legislation in Scotland defines a child as a person under sixteen years old. However, where there is any safeguarding concern, anyone under the age of 18 is regarded as a child.

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).

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 England Squash, the UK Governing body for the sport.

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 (Ville Leppanen) 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 this Policy and Code of Conduct.
- England Squash can offer support to help clubs pro-actively 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 the Club Welfare Officer.
- The club Welfare Officer is responsible for reporting safeguarding concerns to the Police 999 - **if there is immediate danger**, England Squash and/or the NSPCC (under 18) and/or Royal Borough of Greenwich/Action on Elder Abuse.
- England Squash is responsible for assessing all safeguarding concerns/disclosures that are reported to them, and working with the club Welfare Officer to follow up as appropriate on a case-by-case basis, prioritising the wellbeing 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: **020 8921 3172** – Out of Hours **020 8854 8888** or email: ***mashreferrals@royalgreenwich.gov.uk***
 - Royal Borough of Greenwich Safeguarding Adults: **020 8921 2304** - Out of Hours **020 8854 8888** or email: ***aops.contact.officers@royalgreenwich.gov.uk***
 - Disclosure and Barring Service (DBS) for concerns/disclosures about a member of staff, consultant, coach, official or volunteer **03000 200190** ***customerservices@db.s.qsi.gov.uk***
 - England Squash Safeguarding for advice and guidance: Louise Pickford by email ***safesquash@englandsquash.com*** or telephone **07815735487** or **0161 231 4499** **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 revocation of membership and legal action;
- Termination of current and future roles within the club and roles in other clubs and England Squash.

Actions taken by staff, members, 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.

Safe and Inclusive Code of Conduct

- 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)

*It is illegal to have a relationship with someone who is under 18 years old if you are in a position of trust; it is illegal to have a sexual relationship with anyone under the age of 16 whether they give consent or not.

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: *Kevin Clark*

Date: 11th August 2017

Club Welfare Officer: *Ville Leppanen*

Date: 11th August 2017

(Please note that the signatures above have been redacted)

Policy Title: Blackheath Squash Club - Safeguarding Policy - Last Updated: 2017 - Reviewed: July 2021, 2023, 2025 - Next review: 2027 or (or earlier if there is a change in legislation)

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, young person or vulnerable adult to take part in 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 or other inappropriate acts. These may include non-contact activities, such as involving children or vulnerable adults 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 care-givers); 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 relating to 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

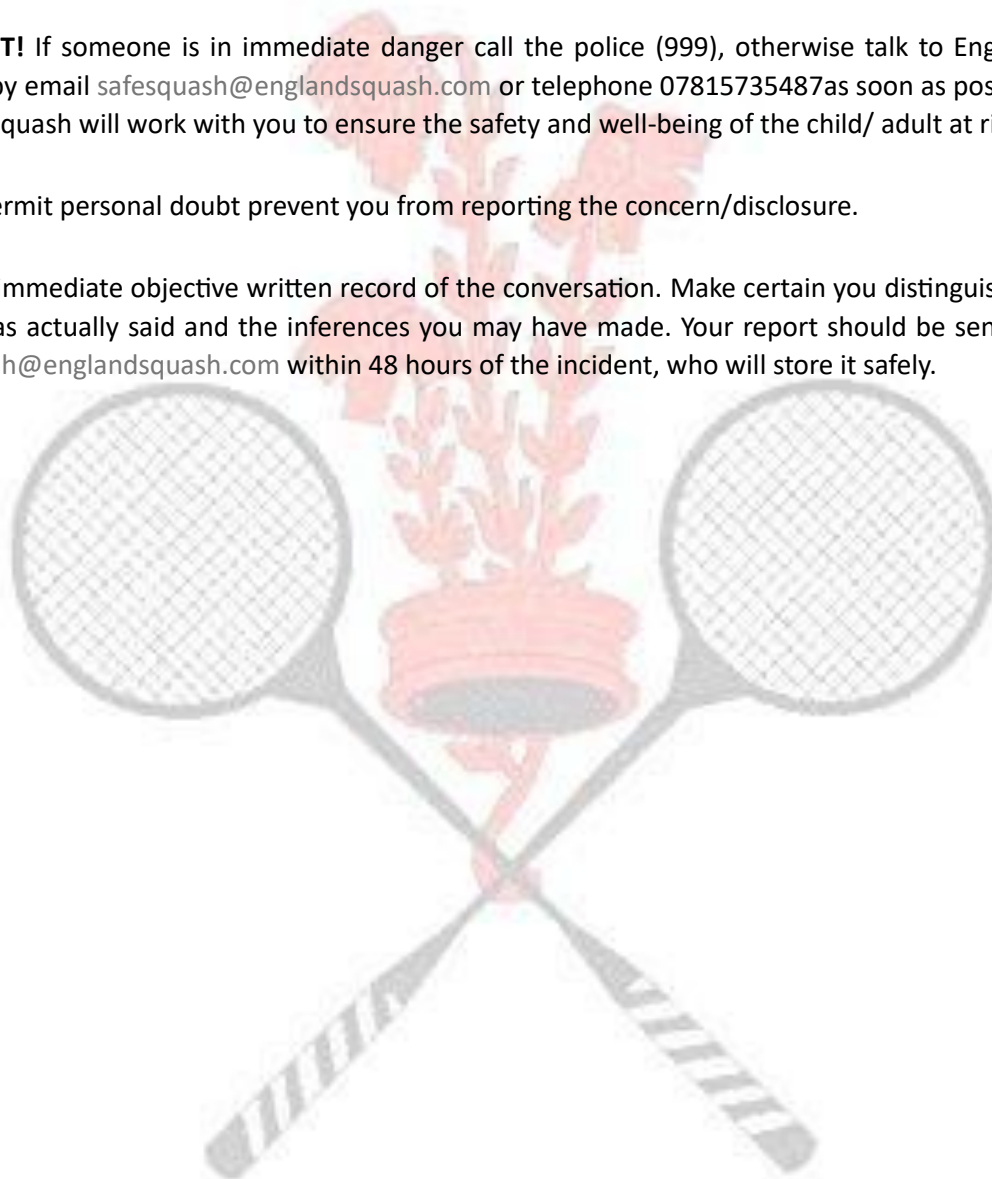
Modern slavery: encompasses slavery, human trafficking, criminal and sexual exploitation, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

- 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 England Squash (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 England Squash: Louise Pickford by email safesquash@englandsquash.com or telephone 07815735487 as soon as possible. Once reported England Squash 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. Make certain you distinguish between what the person has actually said and the inferences you may have made. Your report should be sent to England Squash safesquash@englandsquash.com within 48 hours of the incident, who will store it safely.



Appendix C: guidelines for changing rooms

Safe use of changing facilities:

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- Where possible, parents should be responsible for their own child in the changing room and toilet facilities.
- If a child is left attended at the club by their parent/carer, it is assumed that consent is given for that child to use the changing room and toilet facilities unattended. Coaches CANNOT supervise children in these facilities whilst coaching is underway. It should be noted that the changing room and toilet facilities can be used by adults in the club at any time.
- When adults are using the changing room facilities they should be considerate towards juniors, particularly at peak junior times and when junior sessions are taking place. Adults should therefore afford the courtesy of using these facilities promptly and to cover up in the presence of children at all times.

