



CHILD SAFEGUARDING POLICY

Objectives and Purpose

Sport Resolutions (UK) is committed to helping to safeguard children and young people in the course of all its activities and services with expedition, sensitivity, and fairness. The welfare of children is a paramount consideration.

SR(UK) practises the principles of the United Nations' Convention on the Rights of the Child. Article 3.1 states:

"In all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interests of the child shall be the primary consideration"

The purpose of this policy is to ensure that any child or young person (thereafter referred to as child or children) who comes into contact with Sport Resolutions in any capacity (whether it be as a respondent, claimant, witness, participant in an investigation, arbitration hearing or mediation, visitor to the office or any other capacity) is safeguarded and afforded primary consideration in the organisation of services. The key elements of safeguarding are taken from Working Together To Safeguard Children (2018) and include:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

Equity

Sport Resolutions recognises that the welfare and interests of children are paramount and aims to ensure that regardless of age, gender, religion or beliefs, race or ethnic identity, disability, sexual orientation or socio-economic background, all children have a positive experience when accessing Sport Resolutions' services.

Sport Resolutions is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.

Scope

These policies apply to all employees, Panel Members, volunteers and Directors of Sport Resolutions (UK) and anyone involved in a case or event administered by Sport Resolutions (UK). All of these people have a duty of care to safeguard the welfare of children and prevent their abuse.

Sport Resolutions' objects and services

The objects for which Sport Resolutions is established are:

- (a) to provide a service for the resolution, prevention and reduction of conflict and disputes in sport, principally in the United Kingdom;
- (b) to educate and inform those involved in sport about effective dispute resolution and planning and thereby help to lessen the likelihood of disputes arising.

Sport Resolutions' main services, all of which may involve the direct or indirect participation of a child are:

- maintaining a quality assured list of sport specialist arbitrators and mediators who may from time to time be appointed to resolve disputes which directly or indirectly involve children
- organising arbitration hearings where children may be claimants, respondents, witnesses or observers including proceedings before the National Anti-Doping Panel, the National Safeguarding Panel and other disciplinary panels and tribunals or where the safeguarding of children more generally may be relevant
- organising mediation where a child may be directly involved as a party or where the safeguarding of children more generally may be relevant
- nominating panel members to governing bodies and other sports organisations to undertake independent investigations and reviews into complaints and allegations where a child may be the alleged perpetrator, victim or witness to an alleged event or where the safeguarding of children more generally may be relevant.
- organising and hosting meetings and hearings at Sport Resolutions' arbitration and mediation centre which may be attended by children.

- This policy applies to any individual working under the auspices of Sport Resolutions including all employees, non-executive directors, panel members and hearing venue support staff. It is vital that anyone involved in services which include or impact on children are alert to possible indicators of abuse, risks that abusers may pose to children and understand the actions to be followed should concerns arise.

Policy Statement and Equality

Sport Resolutions has a duty of care to safeguard and promote the welfare of children under the age of eighteen who are involved in any of the services provided under its auspices.

Sport Resolutions is alert to the fact that concerns may arise under a number of circumstances.

- Complaints about the behaviour of an employee, panel member or representative of the Company during the course of the direct delivery of Sport Resolutions' services or alternatively during the course of any activities outside the scope of Sport Resolutions' business
- Issues arising as a result of an independent investigation or hearing organised by Sport Resolutions into allegations of abusive behaviour towards a child on behalf of an NGB or other sporting body
- Any investigation or hearing in which children are directly involved as applicants, respondents, witnesses, observers or interested parties
- Any investigation or hearing where children are not directly involved, and where as a result of evidence collected or presented, information comes to light about possible safeguarding concerns

Sport Resolutions will consider safeguarding responsibilities in respect of all its services and activities and will adopt and promote best practice.

As part of its safeguarding policy Sport Resolutions will:

- Ensure that everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other concerns
- Appoint and support a person with specific responsibility for safeguarding
- Ensure that those involved in the provision of services to children are appropriately recruited and managed and are suitably skilled to deliver services to children in a supportive and professional manner

- Ensure appropriate action is taken in the event of incidents/concerns of abuse arising and support provided to the individual/s involved (by raising, disclosing or being subject of the concern)
- Work in partnership with sports NGBs and other external sports or statutory agencies to ensure appropriate information is shared in the interests of safeguarding children
- Ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored.

With regard to its core services Sport Resolutions will:

- Ensure everyone in the organisation understands their responsibility to report any safeguarding concerns that come to light
- Co-opt a nationally recognised child safeguarding expert to its Panel Appointments and Review Committee (PARC) to advise on all panel appointments
- Appoint an experienced family lawyer and judge with extensive child care experience to act as President of Sport Resolutions' National Safeguarding Panel (NSP) and to advise on the management of cases which involve child safeguarding concerns.
- Establish a National Safeguarding Panel (NSP) of arbitrators consisting of a pool of professionally trained and qualified child safeguarding experts from the fields of law, social work, offender management, policing, medicine and sport. All such experts will be interviewed and vetted prior to appointment by the PARC, assisted by the NSP President and will be required to participate in the NSP professional development programme.
- Ensure that all safeguarding investigations, reviews and hearings are conducted by vetted child safeguarding experts in accordance with best practices rules, procedures and guidance which are overseen by the NSP President.
- Require all appointed panel members (including those not directly involved in child safeguarding cases) to adhere to a panel code of conduct which compels compliance with Sport Resolutions' safeguarding policy.
- Ensure that all staff and representatives comply with Sport Resolutions' Code of Conduct for what to do when coming into contact with children.
- Designate a member of its case management team (The Designated Person) to act as the lead officer with responsibility for child safeguarding concerns.
- Establish a complaints process for investigating and acting on concerns arising about the conduct of staff, panel members and other representatives of Sport Resolutions

Whistle Blowing

Sport Resolutions supports an environment where staff, volunteers and members are encouraged and supported to raise safeguarding concerns. All concerns raised will be taken seriously and action will be taken against anyone who has harassed or victimised a whistle blower. The identity of individuals who wish to remain anonymous will not be disclosed without first taking time to explain the circumstances in which disclosure may be desirable. Please refer to the Sport Resolutions Whistleblowing Policy for guidance.

Support services

Anyone who has made a disclosure of abuse, has been the subject of an allegation, or has been indirectly affected by an incident will be offered information on support services and where appropriate specialist support may be offered to the Sport Resolutions member of staff or volunteer.

Poor Practice

The following are regarded as poor practice and should be avoided:

- spending excessive amounts of time alone with children away from others
- engaging in rough, physical or sexually provocative games
- allowing or engaging in inappropriate touching of any form
- using inappropriate language to a child or allowing children to use inappropriate language unchallenged
- making sexually suggestive comments to a child, even in jest
- reducing a child to tears as a form of control
- letting allegations made by a child go uninvestigated, unrecorded, or not acted upon
- doing things of a personal nature that children can do for themselves
- taking children alone in a car on journeys

The Case Management Group

Sport Resolutions will convene a Case Management Group for all Child Safeguarding matters. The Case Management Group shall be made up of at least two people from the Lead Safeguarding Officer, the Designated Person, the Board Safeguarding Champion, the Chair of the company and the Senior Independent Director. Where specialist advice is required, the Case Management Group can call upon a member of the National Safeguarding Panel.

The Case Management Group will decide upon the eventual course of action to;

- a) ensure that the matter concerning any child is passed to the correct authority.
- b) ensure that any persons included under this policy is subject to the policies and procedures of Sport Resolutions (UK).

Reporting Procedure

- 1) When a case involving a young person is received, whether or not it involves a safeguarding issue, or a young person is visiting the Centre, the Designated Person must be informed.
- 2) The Designated Person will decide upon the course of action to be taken. This will follow one or both of two pathways which exist to ensure that the child is protected from any future harm and that any person covered by this policy has their actions reviewed.
- 3) If there is an immediate risk of harm to the child then the police will be called.
- 4) Where a complaint is made about the behaviour of a Sport Resolutions representative the matter must be reported to the Designated Person and will be managed in accordance with Sport Resolutions' complaints process.
- 5) The Designated Person will have undertaken basic child protection awareness training and the NSPCC's Designated Lead Officer training and will ensure that:
 - a) The child or young person is supported by an appropriate adult or representative; and
 - b) The child or young person is never alone with a staff, Board or Panel member at any time.
- 6) Sport Resolutions recognises the fact that the investigative and hearing process itself can be daunting and traumatising for children and young people. Therefore, the Designated Person will give consideration to any measures to enable evidence to be given in the best way possible in terms of quality of their evidence and reducing trauma to them. This may include:
 - Visiting the centre before hand
 - Ensuring the young person is accompanied and supported by a parent or other responsible adult
 - Being sensitive to the fact that the child may prefer to deal with people of a particular sex
 - Where necessary, taking steps to ensure that the parties are kept apart
 - Using a video link to give evidence from another room or location
 - Explaining the process and procedures in an age appropriate format/language

- 7) If during the course of the management of a case or during a hearing an individual makes a disclosure, or information comes to light that may indicate the need to take action, the matter must be reported to the Designated Person who is expected to discuss the potential concerns with the individual reporting the incident and to evaluate what, if any, action needs to be taken. The Designated Person will inform the Chief Executive of Sport Resolutions immediately of any action being considered in regard to such concerns.

A decision will then be made taking into account the nature of the disclosure or information and the context, as to any further action. Further action may include: referral to or consultation with statutory agencies, Sports NGBs, CPSU or parents. The Case Management Group is responsible for deciding on the appropriate course of action.

- 8) At all times the understanding of the child should be ensured. This may require alternative methods of communication, such as the supply of a guidance pack.

Disciplinary proceedings

Any staff member, volunteer, Panel Member or Board Member shall have their actions reviewed under Sport Resolutions existing policy and procedures should they be named in any safeguarding matter.

The CMG shall decide upon the relevant policy to follow in all matters.

- Staff and Volunteers shall be subject to the 'Staff Disciplinary Procedures'.
- Panel Members shall be subject to the 'Panel Code of Conduct'.
- Board Members shall be subject to the company Articles of Association.

If a complaint is received against any person contained within any of these groups then that person shall be subject to Sport Resolutions' Complaints Process.

The Designated Person is responsible for maintaining a confidential record of all incidents and for liaising with relevant external agencies.

Failure to comply with this policy will be reported to the Chief Executive and Chair of Sport Resolutions.

Recruitment

Anyone may have the potential to abuse children in some way and it is important that all reasonable steps are taken to prevent unsuitable people from working with children. This applies to anyone whether voluntary or paid who is going to have significant access to children or their contact information. The steps that should be taken are the same for volunteers or employees.

Sport Resolutions will follow the procedures within its Recruitment Policy in order to ensure that employees and volunteers are safe to work with children. Training will be undertaken by those responsible for recruitment.

Confidentiality and information sharing

Sport Resolutions will always seek prior consent to share confidential information with other external agencies and will only share confidential information without consent where there is a reasonable belief that failure to disclose would place a child or young person at risk of significant harm and/or would impede the safeguarding role of the statutory agencies.

The decision to share information will be taken by the Lead Safeguarding Officer in consultation with a member of the Case Management Group or the Chief Executive, providing that this will not delay the referral. Confidential information will only be passed to agencies that require access for safeguarding purposes on a 'need to know' basis. A record will be maintained of the reason for the disclosure, to whom it was shared and the details that were provided.

Although urgent referrals should not be delayed, CSC/SS or the Police should be provided with an incident report form. The contact details of the CSC Manager or police officer to whom the concerns were passed, together with the time and date of the call, and any agreed action to be taken should be recorded and passed to the Designated Person to be stored securely on SharePoint.

Abuse

Abuse in all its forms can affect a child at any age. The effects can be so damaging that without appropriate intervention, they may continue to have a very negative impact upon an individual into adulthood. An individual who has been abused may:

- find it difficult, or impossible to maintain a stable, trusting relationship
- become involved with drugs or prostitution
- attempt suicide or self-harm
- go on to abuse another child.
- show angry or volatile behaviour without reason

Those who belong to a group that may be considered additionally vulnerable such as those with disabilities may be at increased risk of abuse through various factors such as:

- stereotyping
- prejudice
- discrimination, including ethnic or racial
- isolation
- powerlessness to protect themselves
- inability to communicate that abuse has occurred.

Definitions of Abuse (from 'Working Together to Safeguard Children 2018')

'Abuse'

A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

'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. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

'Emotional Abuse'

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child 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 on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child 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 children frequently 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.

'Sexual Abuse'

Involves forcing or enticing a child or young person 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, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children 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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

'Child Sexual Exploitation'

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

'Neglect'

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: a. provide adequate food, clothing and shelter (including exclusion from home or abandonment) b. protect a child from physical and emotional harm or danger c. ensure adequate supervision (including the use of inadequate caregivers) d. ensure access to appropriate medical care or treatment It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Indicators of Abuse

Even for those experienced in working with child abuse, it is not always easy to recognise a situation where abuse may occur or has already taken place.

Indications that a child is being abused may include one or more of the following:

- unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries or an injury for which an explanation seems inconsistent
- the child describes what appears to be an abusive act involving him/her
- someone else, a child or adult, expresses concern about the welfare of a child
- unexplained changes in a child's behaviour, e.g. becoming very quiet, withdrawn, displaying sudden outbursts of temper or behaviour changing over time
- inappropriate sexual awareness
- engaging in sexually explicit behaviour
- distrust of adults, particularly those with whom a close relationship would normally be expected
- difficulty in making friends
- being prevented from socialising with other children
- displaying variations in eating patterns including overeating or loss of appetite
- losing weight for no apparent reason
- becoming increasingly dirty or unkempt.

Related Policies:

- Staff Disciplinary Procedures
- Panel Member Code of Conduct
- Company Articles of Association
- Sport Resolutions Complaints Process
- Sport Resolutions Recruitment Policy

Helpful Contacts:

Sport Resolutions (UK) Designated Officer

Richard Harry

rharry@sportresolutions.co.uk

020 7036 1967

NSPCC

help@nspcc.org.uk

0808 800 5000

Child Protection in Sport Unit

www.thecpsu.org.uk

0116 234 7278

ASSIST

ASSIST offer confidential, emotional and practical support to individuals and families affected by trauma

www.traumatic-stress.freeserve.co.uk

01788 560 800 (helpline)

BREAKING FREE

BREAKING FREE provide support to female adults who have experienced childhood sexual abuse.

www.breakingfreecharity.org.uk

0845 108 0055 (helpline)

CHILDLINE

CHILDLINE is a 24-hour, free, helpline for children

www.childline.org.uk

0800 11 11

CITIZENS ADVICE BUREAU

The CAB helps people resolve their legal, money and other problems by providing free information and advice from over 3,000 locations across England, Wales and Northern Ireland.

www.citizensadvice.co.uk

KIDSCAPE

KIDSCAPE provides advice and support to families whose children are involved with social services.

www.kidscape.org.uk

0845 1205 204

SAMARITANS

SAMARITANS provides confidential or emotional support, 24-hours a day, for people who are experiencing feelings of distress or despair.

www.samaritans.org.uk

08457 90 90 90

STOP IT NOW

STOP IT NOW is developing a public health approach to the prevention of child sexual abuse through a network of local projects and national initiatives.

www.stopitnow.org.uk

0808 1000 900

SURVIVORS

SURVIVORS provides information, support and counselling for men who have been raped or sexually abused.

www.survivoruk.org

0845 122 1201

Last review (date)	October 2020
Reviewed by (name)	Audit & Risk Committee
Next review and approval due (date)	October 2022