



Jersey Softball Association

Safeguarding Policy – Children

Introduction

Everyone has a right to live in a world free from abuse and neglect. We also all have the right to be treated fairly, with dignity and respect. The Jersey Softball Association is committed to creating and maintaining a safe and positive environment and we accept our responsibility to safeguard the welfare of all involved, in accordance with legislation. Our Safeguarding Children Policy and procedures apply to all Children involved in the organisation.

Safeguarding is everyone's responsibility. If you have any concerns about a Child's safety and or wellbeing you must act on these. It is not your responsibility to decide whether or not a child has been abused. It is however your responsibility to report any concerns

Principles

The guidance given in the policy is based on the following principles:

- All Children, regardless of ability or disability, gender, race, religion, ethnic origin, sexual orientation or gender have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.
- We will seek to ensure that our organisation is inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.
- The rights, dignity and worth of all children will always be respected.
- We recognise that ability and disability can change over time, such that some children may be additionally vulnerable to abuse, in particular those children with care and support needs.
- Safeguarding children is everyone's responsibility. We all have a shared responsibility to ensure the safety and wellbeing of all children and will act appropriately and report concerns whether these concerns arise within the Jersey Sports Commission or in the wider community.
- All allegations will be taken seriously and responded to quickly in line with our Safeguarding children Policy.
- We recognise the role and responsibilities of the statutory agencies in safeguarding children and are committed to complying with local safeguarding procedures.

Types of Abuse and Neglect

Abuse is a violation of an individual's human and civil rights by another person or persons.

There are different types and patterns of abuse and neglect and different circumstances in which they may take place.

Categories of abuse

There are 4 categories of abuse for children:

PHYSICAL ABUSE: may involve hitting, shaking, throwing, 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 or deliberately induces, illness in a child.

EMOTIONAL ABUSE: the persistent emotional ill treatment 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 and unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another, including domestic violence or serious 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, including prostitution whether or not the child is aware of what is happening. The activities may involve physical contact, include penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities such as involving children in looking at, or in the production of sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

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. It may include neglect of, or unresponsiveness to, a child's basic emotional needs.

Neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Protection a child from physical harm or danger
- Ensure adequate supervision (including the use of inadequate caregivers)
- Ensure access to appropriate medical care or treatment

Signs and indicators of abuse and neglect

Abuse can take place in any context and by all manner of perpetrator. Abuse may be inflicted by anyone in the organisation who a participant comes into contact with or other participants, workers or volunteers may suspect that a child is being abused or neglected outside of the organisation's setting. There are many signs and indicators that may suggest someone is being abused or neglected, these include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present
- Person has belongings or money going missing
- Person is not attending / no longer enjoying their sessions. You may notice that a participant in a team has been missing from practice sessions and is not responding to reminders from team members or coaches.
- Someone losing or gaining weight / an unkempt appearance. This could be a player whose appearance becomes unkempt, does not wear suitable sports kit and there is a deterioration in hygiene.
- A change in the behaviour or confidence of a person. For example, a participant may be looking quiet and withdrawn when their brother comes to collect them from sessions in contrast to their personal assistant whom they greet with a smile.
- They may self-harm.
- They may have a fear of a particular group of people or individual.
- They may tell you / another person they are being abused – i.e. a disclosure.

- Harassment of a participant because they are or are perceived to have protected characteristics
- Not meeting the needs of the participant. E.g. training without a necessary break.
- A coach intentionally striking an athlete.

What is disclosure?

Disclosure is the process by which children and young people start to share their experiences of abuse with others. This can happen over a long period of time – it is a journey, not one act or action.

Children and young people may disclose abuse in a variety of ways including:

Directly: making specific verbal statements about what's happened to them

Indirectly: making ambiguous verbal statements which suggests something is wrong

Behaviourally: displaying behaviour that signals something is wrong (this may or may not be deliberate)

Non-verbally: writing letters, drawing pictures or trying to communicate in other ways

What to do if you have a concern or someone discloses a concern with you:

How to respond to a concern

- ✓ Make a note of your concerns.
- ✓ Make a note of what the person has said using his or her own words as soon as practicable.
- ✓ Complete an Incident Form and submit to the organisation's Safeguarding Officer
- ✓ Discuss your safeguarding concerns with the adult, obtain their view of what they would like to happen, but inform them it's your duty to pass on your concerns to the safeguarding officer.
- ✓ Describe the circumstances in which the disclosure came about. 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 Safeguarding Officer and others on a need to know basis.

If the matter is urgent and relates to the immediate safety of a Child at risk then contact the emergency services immediately and then alert the Safeguarding officer.

Roles and responsibilities of those within The Jersey Softball Association (JSA)

The JSA is committed to having the following in place:

- ✓ A Safeguarding Officer to work with the committee to produce and disseminate guidance and resources to support this policy and procedure.
- ✓ A clear line of accountability within the organisation for work on promoting the welfare of all involved.
- ✓ Procedures for dealing with allegations of abuse or poor practice against members of the JSA.

- ✓ A Case Management Group can be formed to effectively deal with issues, manage concerns and refer to a disciplinary panel where necessary i.e. where concerns arise about the behaviour of someone within the organisation.
- ✓ A Disciplinary Panel that is formed as required for a given incident if appropriate and should a threshold be met.
- ✓ Arrangements to work effectively with other organisations to safeguard and promote the welfare of children, including arrangements for sharing information.
- ✓ An open and inclusive culture that enables safeguarding and equality and diversity issues to be addressed.
- ✓ Clear codes of conduct for coaches, participants, officials, spectators and other relevant individuals.

Good practice, poor practice and abuse

It can be difficult to distinguish poor practice from abuse, whether intentional or accidental. It is not the responsibility of any individual involved in the organisation to make judgements regarding whether or not abuse is taking place, however, all our personnel have the responsibility to recognise and identify poor practice and potential abuse, and act on this if they have concerns.

We expect that our coaches:

- ✓ Adopt and endorse the organisation's Code of Conduct.
- ✓ Have completed a course in basic awareness in working with and safeguarding children.

Everyone should:

- ✓ Aim to make the experience of the organisation fun and enjoyable
- ✓ Promote fairness and playing by the rules
- ✓ Not tolerate the use of prohibited or illegal substances
- ✓ Treat all children equally and preserve their dignity; this includes giving more and less talented members of a group similar attention, time and respect.

Relevant Jersey Law

Children and Young People (Jersey) Law 2022. The overriding objective of this Law is to promote and support the wellbeing, and safeguard the welfare, of children and young people.

Other notable laws.

Commissioner for Children and Young People (Jersey) Law 2019

Discrimination (Jersey) Law 2013

Please [click here](#) to read our Privacy Policy

Appendix 1 - Consent and Information Sharing

There is a clear expectation that referral agencies will obtain consent prior to making contact about individual children and families, unless it is not appropriate to do so – if it would place a child at increased risk of harm, prejudice the prevention, detection or prosecution of a serious crime or lead to an unjustified delay in making enquiries about allegations of harm.

Workers and volunteers within sports and physical activity organisations should always share safeguarding concerns in line with their organisation's policy, usually with their safeguarding 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 officer.

The safeguarding officer will then consider the situation and plan the actions that need to be taken, in conjunction with the child at risk and in line with the organisation's policy and procedures and local safeguarding children's board policy and procedures.

If someone does not want you to share information outside of the organisation or you do not have consent to share the information, ask yourself the following questions:

- *Is the child placing themselves at further risk of harm?*
- *Is someone else likely to get hurt?*
- *Has a criminal offence occurred? This includes theft or burglary of items, physical abuse, sexual abuse, forced to give extra money for lessons (financial abuse) or harassment.*
- *Is there suspicion that a crime has occurred?*

If the answer to any of the questions above is 'yes' - then you can share without consent and need to share the information.

When sharing information there are seven Golden Rules that should always be followed.

1. Seek advice if in any doubt
2. Be transparent - GDPR is not a barrier to sharing information but to ensure that personal information is shared appropriately; except in circumstances whereby doing so places the person at significant risk of harm.
3. Consider the public interest - Base all decisions to share information on the safety and well-being of that person or others who may be affected by their actions.
4. Share with consent where appropriate - Where possible, respond to the wishes of those who do not consent to share confidential information. You may still share information without consent, if this is in the public interest.
5. Keep a record - Record your decision and reasons to share or not share information.
6. Accurate, necessary, proportionate, relevant and secure - Ensure all information shared is accurate, up-to-date, necessary and share with only those who need to have it.

Appendix 2 - Useful contacts

JSA Adult Safeguarding Officer - Hayley Farrell - Safeguarding@Jerseysoftball.com

Safeguarding Agency Board - [Jersey Safeguarding Partnership Board](#)

Children & Families Hub

www.gov.je/caring/childrenandfamilieshub/Pages/ChildrenAndFamiliesHubHomepage.aspx Jersey Online Directory www.jod.je

Children with Disabilities Directory www.gov.je/Health/Children/ChildDevelopment/Pages/Centre.aspx

Special Educational Needs pages on gov.je

www.gov.je/Education/Schools/Sen/Pages/WhatSupportAvailable.aspx