

Adaptive Boxing Organisation CiC

CHILD PROTECTION POLICY & PROCEDURES

*ABO Equity Commission
2017*

Adaptive Boxing Org

FOREWORD

The Board of ABO endorses and adopts this Child Protection Policy [CPP]. This document confirms the importance placed on the protection of children and young people and should be accepted as an indication that this Board is determined to ensure that everyone in the organisation takes all necessary steps to protect our young athletes and associated members.

With this policy and its guidelines, we intend to guarantee a culture throughout the sport of Amateur Boxing which enables children, young adults, adults both Able & disable to flourish in a safe and enjoyable environment.

The National Child Protection [CP] and Equity Manager [NCPem] has responsibility for the management of all CP and Equity related matters within ABO including Regional Welfare Officers. This manager is also responsible for all referrals to statutory and other specialist CP Agencies.

This Board will ensure that a structure of competent Regional and Divisional Welfare Officers shall be available to support our clubs including Club Welfare Officers, coaches, officials and volunteers.

The appointment of Welfare Officers will ensure a cohesive transparent and corporate approach to this critical area.

We shall also ensure that all coaches, officials and team manager's courses are instructed in this policy. In so doing we shall provide a clear understanding of this Policy, seek to develop a culture of understanding of CP issues and a pathway of help and advice when Child Protection concerns are raised. We shall also ensure that all within the ABO have access to the policy and all its related documents.

The Board has been very fortunate to have had expert advice and assistance in developing this policy but is aware that child protection in sport is a developing and evolving subject where today's 'best practice' is unlikely to remain unaffected by ongoing experience, debate, study and research. We hope that Amateur Boxing can make a significant contribution to this development for the good of sport and the Community/ Athletes that are drawn to it by its challenges, variety and timeless appeal.

The Board of Directors
Adaptive Boxing Organisation CiC

1. INTRODUCTION and OVERIDING PRINCIPLES

This Policy Document is a living publication where best practice and continuing review will ensure a transparent and credible approach to child protection within ABO.

Adherence to this Policy & its Procedures applies to all and is mandatory for all staff, members, athletes, coaches, officials, club officers and volunteers within ABO.

This policy document will be subject to major review at least every three years.

It is the responsibility of every adult involved in Amateur Boxing to ensure that every child and young person, Adult, Able and Disable is able to participate in our sport in a safe and friendly environment. There can be no excuses whatsoever for any form of abuse and all such reported concerns will be rigorously addressed. All within ABO should recognise their responsibility to safeguard the welfare of all children and young people by protecting them from all forms of emotional, physical, sexual abuse and neglect. This includes bullying.

All children and young people should be valued and treated with equity and fairness. The interests and welfare of children and young people is paramount and they have a right to expect the highest standards of care and this organisation will expect nothing less from those charged with this duty of care and protection regardless of the child's age, culture, disability, ability, gender, language, racial origin, religious belief or sexual identity.

This policy outlines concise instruction regarding, procedures and responsibilities around child protection. 'Child', 'Children' and 'Young People, Adult, Able, disable' are used in this document to identify persons of any age.

All members including joining members, employees, coaches, athletes, officials and volunteers of England Boxing shall be made aware of the mandatory adoption of this policy. Such persons shall be advised of methods by which they can access copies of this policy document through the Headquarters of ABO, Association, Divisional and Club Welfare Officers, various publications produced by ABO and the Web Pages of the ABO [may be downloaded]. Clubs are urged to openly display this policy within their premises.

2. ELEMENTS OF CHILD PROTECTION MAKING UP THIS POLICY

- **Recognising and referring** – this involves recognising the nature and scope of child protection issues and when there is evidence of a breach of this policy in respect of a Child, Adult. The first and immediate step to take is to refer the matter to your Club, Divisional or Regional Welfare Officer.

ABO has a policy of continual development of its 'child focused approach' to all matters involving children and young people.

- **Prevention and precautions** – this involves identifying areas of risk, including practices and individuals that give rise to CP concerns. In terms of identifying individuals who may pose a risk to children an important part of this process involves CRB certification, and as such is dealt with in some detail within the linked document ‘ABO CRB Checks and Procedures’.
- **Training and Professional Development of all people involved with ABO and Children and Young People, adults** – the Board ABO intends to work with the National Child Protection and Equity Manager [NCPem] in order to establish a framework for the training of Club, Divisional and Regional Welfare Officers, coaches, officials and team managers.

Their will always be a robust recruitment process which will address Child Protection issues where the inclusion of references, self declaration and Criminal Records Bureau Disclosure at the appropriate level will be required [see linked document ABO Fair Recruitment & Selection Procedures]

3. CHILDREN, ADULTS, DISABLE IN BOXING

ABO is guided by core values that determine good practice. These values are drawn from the United Nations Convention of Human Rights which incorporates the following:

- Needs of the Child

The experience for children & disable in sport should at all times reflect what is best for children & disable. This demands that their carers and others charged with their welfare should have a basic understanding of their stages of development and their emotional, physical and personal needs.

- Integrity in Relationships

Adults interacting with children and disable in sport are placed in a unique position of trust and should always ensure that they treat them with integrity and respect. The relationship between carer and persons athlete must always be one of openness and respect. As in society, verbal, physical, emotional and sexual abuse or the threat of such abuse is totally unacceptable.

- Importance of preserving childhood

The importance of preserving childhood should be understood and embraced at all levels within amateur boxing.

- Sporting atmosphere and ethos

Amateur boxing for children and disabled should be conducted in a safe, positive and encouraging atmosphere.

Standards of behavior expected of Athletes and coaches in Amateur Boxing should be treated with the same level of importance as those set for sports performance. It therefore follows that standards of sporting excellence should embrace standards of personal conduct.

- Fair Play

This is defined by the European Code of Sports Ethics as:

‘Much more than playing within the rules. It incorporates the concepts of friendship, respect for others and always playing within the right spirit. Fair play is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, gamesmanship, doping, violence [both verbal and physical], exploitation, unequal opportunities, excessive commercialism and corruption’

[European Sports Charter and Code of Ethics – Council of Europe 1993]

4. STATEMENT OF CP RISKS TO CHILDREN AND DISABLED.

It is not possible to identify all the risks to children and young people which ABO as a responsible sports governing body need to be aware of and need to educate its members about. However, the Board feels strongly that some attempt to identify those risks currently apparent should be made the following list is a guide to the membership of the sort of issues that give rise to concern.

It is important to recognise that although incidences of sexual abuse [in its widest definition] exist, and when they occur they are of huge consequence and concern, they are relatively rare and numerically the totality of the non-sexual threats far outweighs them. We would be failing our children and disabled if we limited our vigilance exclusively to that of sexual abuse.

As such ABO is concerned to identify and eradicate the following types of behavior;

- *Bullying*, which can take the form of bullying practiced on a child or young person by another child or young person [or a group] or bullying by an adult whose role in relation to the child or disabled person may be as coach, club official or volunteer;
- *Inappropriate training*, this is a form of abuse and involves any activity in which an adult forces or encourages physical training at a level which is too intense and fatiguing for a child or disabled person.

In boxing this can take many forms including too frequent, hard competitive ‘sparing’ ‘endurance’ or ‘stamina’ training such as over-long runs, or distance training at a pace that causes extreme fatigue and distress.

There is the risk of over exertion during 'gym work' which could involve inappropriate levels of training in excess of a child or disabled persons natural capacity, or with a frequency that is inappropriate for their age and physical development.

- Placing unrealistic expectations of success on a child or disabled person. Each child or disabled person has their natural ability which can be developed by training and coaching. However any adult with responsibility in this area should be aware of their limitations and be realistic about the goals that a child or disabled person should be set.
- Disabled Athletes. There have been many studies which suggest children [or adults] with disabilities are at increased risk of abuse. Various factors contribute to this, such as stereotyping, prejudice, discrimination, isolation and a powerlessness to protect themselves, or adequately communicate that abuse has occurred.
- Race and Racism. Community from black and minority ethnic groups [and their parents] are likely to have experienced harassment, racial discrimination and institutional racism. Although racism causes significant harm it is not, in itself, a category of abuse. However, this may be categorised as emotional abuse, under child protection procedures.
- Drugs and Doping. This is the scourge of all sports and it cannot be pretended that this problem does not exist within Amateur Boxing. Any exposure of a child or disabled person to drug taking or doping ['doping' is a term used by this organisation, Sport England and UK Sport and introduces a number of offences within the World Anti Doping Code - WADA] is a serious abuse of a child or disabled person and a significant Protection issue.

By 'exposure' we do not mean to limit the problem to use, administration or trafficking in drugs but to include any situation where, through neglect by an adult, a child or disabled person encounters any drug taking or doping practice, or is subjected to influence or pressure to participate in drug taking or doping, or sees or experiences 'recreational' drug use. This risk to children and young people is insidious and particular vigilance is required to identify children and disabled people at risk.

- Verbal Abuse. This can consist of verbal admonishments rather than encouragement and tuition. Swearing and the use of inappropriate language, metaphor or simile can constitute abuse and can be threatening to children, giving rise to anxiety and fear. Inappropriate language will not be tolerated by ABO.
- Physical Abuse. It is never acceptable to physically assault a child or disabled person. Certain forms of physical contact such as restraint might be justified for the child's

safety. Physical contact for coaching and instruction is obviously permissible but care needs to be taken [see linked Document 'The ABO Best Practice Guide'].

- Mismatching Opponents. In Amateur Boxing, guidance within the Rule Book for the matching of children and disabled people is extensive. It should be noted that such infringements of these rules can on many occasions constitute abuse and shall be dealt with under this Policy and through discipline procedures.
- Favouritism. It is tempting to lavish praise and attention on young athletes who appear to be developing quickly and showing talent. It is wrong however to do this in a way that undermines other athletes in the group or makes anyone feel inferior. It is important to give proportionate attention to all children and young people under the control and supervision of an adult.
- Neglect. If a child or young person is placed under the care and supervision of an adult it is that adult's duty to attend to that child or disabled person's welfare and not to neglect the person even if there are competing pressures on the supervising adult's time and attention.

In amateur boxing this can include anyone who is charged with the responsibility of care for a child or young person during 'away from home' tournaments and who fails to adequately supervise them in so much as they misuse alcohol, drugs or participate in sexual activities.

- Sexual Abuse. This includes any form of physical contact with a view to sexual gratification or sexual activity however minor both upon or towards a child or disabled person. Sexual abuse arises wherever an adult uses a child/ adult for sexual gratification however it is done.
- Video and Film. In some sports there have been incidences of people filming children participating in sport for the purpose of sexual gratification and circulation. The filming of children and young adults must be controlled and only carried out for a proper purpose and with the correct authority – in Amateur Boxing authority is granted by those who issue tournament permits. Such activity should never be carried out within changing rooms even under permit. [see linked document 'Parental Consent Form Photography']

Note: All persons who participate in commercial [for payment] photography and / or video recording at any establishment [this shall include gymnasiums and tournament venues] within Amateur Boxing must be in possession of a 'current' CRB Disclosure issued by the ABO CRB Umbrella Body [see also para 8]

The above examples are merely a selection of the types of behavior which we are concerned to eliminate from our sport. It is not an exhaustive list.

The over-riding principle is that any behavior that threatens the welfare of a child or young person is prohibited and requires reporting and possible action. The participation of children and disabled people in the sport of Amateur Boxing should be enjoyable and safe. Any behavior that affects these goals amounts to a Child/adult Protection issue.

As well as identifying and eliminating Child Protection threats arising from a child's participation in the sport of Amateur Boxing, all responsible adults should be aware of indicators of abuse that may be taking place away from the sport, for instance at home or school.

We set out below under broad headings, areas of abuse that can take place within and outside the sport. As with all the examples given they are a guide only and highlight to all responsible adults the areas of risk that give rise to concern:

- Neglect. This occurs where an adult fails to meet a child/ disabled basic physical and / or psychological needs. This could include failure to dress a person properly, or to provide adequate food or shelter.
- Physical Abuse. Occurs where someone physically hurts or injures a child or disabled person. This can occur in a number of ways including hitting, shaking, throwing, burning, biting and giving alcohol, drugs or poisons.
- Sexual Abuse. This is where a child or disabled person is used by another person [which may be an adult or child, and may be male or female] for their own sexual gratification. This includes a far wider range of conduct than intercourse or oral sex, and includes any conduct which is engaged in with a child or disabled person for sexual gratification.
- Emotional Abuse. This is treatment which is likely to cause adverse effects on a child or disabled person's emotional development. It includes name calling, shouting and threatening behavior and taunting.
- Bullying. Bullying can be caused through 'neglect', 'physical abuse' and / or 'emotional abuse'. This may involve the bullying of a child or disabled person by another child [or children] or by an adult/ disabled. It can be defined as deliberate hurtful behavior repeated over a period of time [this period of time may be short] in circumstances where the victim finds it hard or impossible to defend themselves or remove themselves from the behavior.

5. BEST PRACTICE GUIDE

See Linked Document 'The ABO Best Practice Guide'

6. GUIDELINES FOR CLUB CHANGING ROOM POLICIES

ABO provides the following advice to clubs around changing / changing room practices. The type and location of changing facilities vary greatly in any sporting venue / club.

The main points around changing room policy is as follows:

- Adults and disabled people [under 18 years] should not change or shower at the same time;
- Separate changing facilities must be provided for males and females – the exception can be that females, adults and young people change at different times;
- If adults and young people do change and/or shower together, parental consent must be obtained and, parents should be allowed to supervise such changing arrangements;
- Changing and shower areas are provided for just that, all members of clubs should be encouraged to shower and change in a timely way and quit the changing area upon completion.
- If a young/ adult person does not wish to shower / change at the club they must not be forced to do so, in these circumstances issue should not be made regarding this.
- The practice of unauthorised entry into changing room areas should not be permitted examples are at gymnasiums and / or tournaments where visitors gather to support an athlete. Club officials and / or Officials in Charge should ensure that such practices do not take place.
- The use of photography of any type is strictly forbidden in changing rooms. This practice may well lead to disciplinary action [see also Section 8]
- The practice of children and / or disabled people changing in public areas will not be tolerated examples of this are at tournaments held in licensed premises where a bar area is used for changing whilst at the same time, members of the public are present or even consuming alcohol.
- At tournaments, the practice of weighing-in both children and adults in changing rooms is not permitted. Such procedures may take place in a separate area however, when children are being weighed, the room must be cleared of all who are not authorised to be present.
- The policy of allowing all coaches / competition secretaries and spectators to attend throughout will not be permitted. In brief terms, officials in charge must ensure that 'only those who expressly need to be present are present.
- Parents of children who weigh-in may be permitted to be present during the weigh-in of their child only.

This list is not exhaustive and coaches and officials in charge must adopt common sense and proportionality when dealing with concerns around changing areas for children and young people.

7. BULLYING

Bullying may be defined as deliberately hurtful behavior, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or homophobic remarks, threats, name calling) and emotional (e.g. isolating an individual from the activities and social acceptance of their peer group).

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children to the extent that it affects their health and development or, at the extreme, cause them significant harm (including self-harm).

1. Report bullying incidents through the organizational welfare structure.
2. The NSPCC is available for advice to be considered particularly in serious or complex cases.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behavior or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behavior.
7. If bullying does not desist consider disciplinary procedures within organisation.

8. POLICY REGARDING PHOTOGRAPHY AND VIDEO IN AMATEUR BOXING

ABO recognises that photography and video recording of children and disabled people participating in our sport is an essential element to the positive promotion of our sport, the following should be observed: [for the purposes of this section, photography will also mean video recording and telephone recording]

ABO is committed to providing a safe environment for children and disabled people, to this end we shall ensure that all appropriate steps are taken to protect them from inappropriate use of their photographic or video images in the media, on the internet or elsewhere.

It should be borne in mind that photographic images can be a source of identifying children when they are accompanied with personal information for example, 'this is fifteen year old 'X' who is a member of the Abacus Club in Skelthorpe. He enjoys boxing, music and fishing'. This type of information is invaluable to a dedicated paedophile 'groomer'.

When assessing the risks of any situation where images are taken or intended to be taken, the primary factor is the potential for inappropriate use of such images.

- All professional photographers [who charge a fee for any part of their operation around amateur boxing or use the images for reproduction in any form] must be correctly registered with ABO Umbrella Body and be in possession of a current ABO Photographic License – at a tournament it is the Official in Charge's responsibility to ensure this clause is adhered to;
- All children and disabled people must be appropriately dressed when they are subject to photography;
- Officials at clubs and tournaments should ensure that such photography focuses primarily on the sporting activity as apposed to a specific individual;
- No photography shall be permitted in dressing rooms or at weigh-ins where children are present;
- Photography of an event should represent a broad range of children and disabled people taking part which might include, boys and girls and ethnic minorities;
- Always seek to have captured the most positive areas of our sport where participants clearly enjoy the activity;
- If any child or disabled person or parent or guardian object to any form of photography at a club or tournament their wishes will be acted upon appropriately, in the case of a bout within a tournament, that bout will not be filmed or photographed;
- Video recording is acknowledged as a legitimate coaching aid. However, if it is to be used you should ensure that written parental consent has been obtained. Such films must be stored securely and handed to the child or parent or destroyed once their use is no longer justified;
- The recommended practice is that if a child is named in the media, that child's photograph should not be included and vice-versa.
- It is good practice to ask all who enter changing rooms or weigh-in areas to disable their mobile telephones as many have photo recording facilities within them.

These points are not intended to exclude appropriate photography by families and friends albeit, excludes these persons from photography in dressing rooms. [see linked document 'Parental Consent Photography']

9. TRANSPORTING CHILDREN OR YOUNG PERSONS IN A PRIVATE CAR

Best practice is to avoid transporting a child alone. It is recognised that there some circumstances were this is unavoidable to enable a child or disabled person to train or compete. If there are no alternatives the following safety measures should be put into place:

- The driver should be a member who has undergone a DBS vetting check.
- Parents should be informed of who is transporting the child along with the reasons and how long the journey will take.

- A person other than the driver should talk to the child about the transport arrangements to see if they are comfortable about the plans.
- The driver must ensure they have correct insurance cover particularly if they are in a paid position or are claiming expenses.
- The driver should attempt to have more than one child in the car.
- When transporting children after a match or training session coaches/volunteers should rotate which child is to be dropped off last. Consideration could be given to dropping the last two off at one point such as one of their family homes.
- The driver should have a point of contact and mobile phone should he break down.
- Ensure that the child knows how and to whom he/she can report any concerns.

(The issues are discussed in the NSPCC website).

Hiring Transport

When booking transport through a private company only licensed taxis/minibus firms should be used. When children are being transported they must be accompanied by a parent or an ABO member who has undergone DBS vetting.

10. SAFE TRAVELLING AWAY - WITH CHILDREN

See Linked Documents "Travel Safe with Children"

11. THE MANAGEMENT STRUCTURE OF ABO CHILD PROTECTION SYSTEM

Child Protection and Equity Manager [CPEM]

Reporting directly to the CEO, the NCPEM has overall responsibility for Child Protection and Equity issues within ABO. These responsibilities include:

- Taking immediate and appropriate action to suspend or impose an interim sanction on any member of ABO about whom the manager has information from a appropriate authority [police, Children's Social Care Services, Criminal Records Bureau, the NSPCC or any other NGB Lead Child Protection Officer] that indicates that a child has, may be or is in danger of being abused by that member;
- Child Protection and Equity advisor to the ABO Board of Directors, the Boxing Council worldwide and the Equity Commission;
- Management and administration of the ABO Child Protection Policy;
- To identify and co-ordinate the training of Association and Divisional Welfare Officers;
- To ensure that ABO is compliant with all legislation regarding CP;
- To deliver / facilitate all CP training throughout ABO;
- To manage the ABO Discipline and Appeals procedures and panels;

- To manage the ABO Criminal Records Bureau Disclosure systems including case management and appeals;
- To identify and ensure implementation of 'Good Practice' around CP within ABO;
- To ensure that all reports of abuse of all kinds are appropriately referred and dealt with in accordance with this Policy in a timely manner
- To liaise with identified partner agencies in all Child Protection matters;
- To manage and ensure delivery at all levels of the organisation, policies regarding equity issues referred to throughout this policy document;
- The management of England Boxing [& Tri-nation] Doping Policy and Doping Control Board as agreed between the ABO and UK Doping Agency.

See also the 'National Child Protection and Equity Manager – Job Description Document'

The broader role of the NCPem is further outlined in the ABO Discipline and Appeals Procedures.

Regional Welfare Officers

Together with the CEO and the Equity Commission, and after nomination from their respective Regional Associations and Divisional Committees, the NCPem will manage and facilitate training for Regional and Divisional Welfare Officers who will have responsibility for welfare issues within their Region / Division. The specific duties of the Regional Welfare Officers will be:

- To report to his Regional Association Executive committee and to the NCPem of ABO;
- To be fully conversant with this and all other relevant ABO Policy Documents;
- To manage and administer at a Regional level the ABO Child Protection Policy;
- To ensure that all actions regarding Child Protection as outlined within this and other relevant documents are correctly carried out at Association, Division and Club levels;
- To deal with all Association matters regarding the welfare of children and young people and / or good practice in the appropriate manner;
- To facilitate and refer locally where appropriate, discipline matters emanating from Child Protection disclosures or concerns;
- To refer all relevant Child Protection matters to the NCPem and or Police / Social Services as outlined within this document;
- To ensure all Child Protection and welfare incidents / reports from Club, Division and Association are correctly forwarded to the NCPem in a timely manner;
- To facilitate contact and to act as a conduit between Club Welfare Officers and the relevant Local Safeguarding Children Boards [LSCB] [previously ACPC's] and County or countries Sports Partnerships – Both these organisations will determine local protocols regarding representation;

- To be aware of all relevant LSCB arrangements and contacts and to promulgate such information to all Divisional and club welfare officers / committees within their respective regions or countries;
- To conduct unannounced welfare visits on any / all clubs within his Regional Association to address welfare issues which include a club's compliance to the ABO Child Protection Policy and CRB requirements;
- To advise and support Club Welfare Officers;
- To maintain a data base of all Divisional and Club Welfare Officers and their contact details.

Recording of concerns and disclosures by Regional Welfare Officers:

All reports of Child Protection concern and / or poor practice recorded by Divisional and Club Welfare Officers on the appropriate England Boxing Child Protection Referral Forms [see linked Documents 'ABO Referral Form'] shall be forwarded through the Regional Welfare Officer to the NCPem immediately upon receipt.

Copies of such reports shall be retained in secure and confidential conditions by the Regional Welfare Officer for a period not exceeding one year however, the Regional Welfare Officer shall forward a copy of the relevant referral form to the NCPem as soon as practicable outlining the outcomes if any on this form.

Divisional Welfare Officers

Divisional Welfare Officers reporting to their respective Divisional Council and Regional Welfare Officer are to be appointed.

They will be subject to the same training as that of the Regional Welfare Officer however, their primary role will be to ensure that all clubs within their Divisions have club Welfare Officers who are appropriately trained and to act as advisors to all such clubs and the Divisional Council.

As stated, they will also report to and act as a conduit for, their respective Regional Welfare Officer.

Club Welfare Officers

All clubs shall be deemed to have accepted this Child Protection Policy Document when registering annually with the England Boxing. This requirement was introduced in the season 2017.

All clubs are expected to appoint a Club Welfare Officer who shall be responsible for the implementation, recording and monitoring of Child and Disabled Protection and welfare matters within their club and shall be an appointed officer of the committee;

All Club Welfare Officers shall be expected to secure appropriate training for their post [a minimum of 'Safeguarding and Protecting Children Workshop'] this training can be accessed through your local Safeguarding Boards, Sports Coach UK [SCUK] or your local County Sports Partnerships etc. These officers will be managed by their respective Divisional Welfare Officers with regard to their specific Child Protection and welfare role;

The Club Welfare Officer shall be responsible for ensuring all committee members, coaches, officials and volunteers within their club are fully aware of this policy and correctly registered for ABO CRB Disclosure purposes;

The Club Welfare Officer shall be the first point of contact within the club for any persons who have questions or concerns regarding Child Protection and / or welfare matters;

It is the responsibility of the Club Welfare Officer to introduce all children and young people within their clubs and those joining the club together with their parents / carers to both the Club and England Boxing Child Protection Policy and Procedures.

You should be prepared to provide hard copies of both policies or you may direct those willing to do so to obtain a copy of the England Boxing Child Protection Policy and Procedures from the ABO Web site at www.abology.org

You will be expected to guide children and young people and their parents / carers through the step by step process of addressing concerns around a child's safety or welfare. To further assist you in this duty, you are urged to refer to the ABO Abuse Flow Chart [a linked document]

The process of referral by a Club Welfare Officer regarding Child Protection and / or welfare concerns and / or Disclosures shall be through the Divisional / Regional Welfare Officer and / or directly to the NCPem. Club Welfare Officers will at all times follow the process with due speed, diligence, confidentiality and sensitivity;

In anticipation of 'serious' allegations or disclosures of abuse, the Club Welfare Officers shall acquaint themselves of the contact details of the National Child Protection and Equity Manager, the Regional Welfare Officer, the Divisional Welfare Officer, the local Police Child Protection Team [and local emergency telephone numbers] and the local Children's Social Care Services [previously Children and Families Team] within Social Services.

Even when not sure if reporting is the correct procedure, all these agencies will not criticise any referral made in good faith;

All Club Welfare Officers should ensure that a 'Club Child Protection Policy'. [see linked Document 'ABO Club Child Protection Policy] is publicly and prominently posted within their club;

All Club Welfare Officers shall be fully conversant with this and all other relevant ABO Policy Documents;

Through their respective Divisional / Regional Welfare Officers, Club Welfare Officers should identify their Local Safeguarding Children Boards [see Regional Welfare Officers above] and familiarize themselves with their specific arrangements and contacts

Club Welfare Officers should identify and contact their County Sports Partnership who, in many cases offer courses and seminars on various aspects of the Club Welfare Officer's role.

Club Welfare Officers shall report all concerns / complaints around Child Protection issues brought to their attention to the Divisional / Regional Welfare Officer who shall determine what action may be appropriate, he will also forward them to the NCPM.

All reports of Child Protection concerns / reports shall be entered on the appropriate Referral Form [see linked Document ABO Referral Form] which will be further submitted the CPEM through the Regional Welfare Officer. Beyond submitting the referral form to the Regional Welfare Officer, no further copies or record of such referrals shall be retained by the Club Welfare Officer – such referral forms shall be kept in a secure cabinet which does not allow unauthorised access.

12. RESPONDING TO CONCERNS ABOUT A CHILD

Safeguarding concerns regarding children can come to light in a number of ways. For example, sometimes an adult will notice something of concern in a child's behavior, a third party may raise a concern or information on a DBS disclosure could indicate that an individual may pose a risk of harm to the children they are working with.

In all instances where there is a safeguarding concern about a child, whether it concerns an ABO member or in an ABO boxing environment, the concern must be reported to an ABO recognised welfare officer as soon as possible.

Remember – It is not the responsibility of England Boxing staff or volunteers to decide whether or not abuse has taken place but it is their responsibility to pass on concerns to the appropriate authorities who will make this decision.

Procedure

- Initial steps need to be taken to ensure the safety of the child. Where the child is in immediate danger or needs emergency medical treatment, the Emergency Services (Police or ambulance depending on the issue) should be called without delay and informed that the concern is a safeguarding issue.

- An ABO child protection referral form is to be completed. In the first instance this will be the CWO's responsibility. Where there is any case of difficulty or doubt, refer immediately to the National Compliance Manager or Regional Welfare Officer. (The template form can be found in Appendix).
- A copy of the referral form must be sent to the NCM within 24 hours.
- Informing the parents must be an early consideration, if it is considered in anyway detrimental to the child that the parents are informed advice must be sought as soon as possible from the NCM or the statutory services (i.e. Police or Children's Social Care).
- All referral forms are to be sent to the National Compliance Manager. This maybe via the Divisional / Regional Welfare officer according to local practise but must be done within 24 hours and with no delay. The NCM will liaise with the Regional Welfare Officer as appropriate.

Confidentiality

- Every effort should be made to ensure that confidentiality is maintained with information shared on a 'need to know basis' only.

Disclosures by a child

Occasionally, a child may disclose abuse themselves directly to an adult whom they trust. Although this is the least common way in which concerns come to light, where this does happen the following should be considered:

- Take the child[s] name, date of birth and address;
- If appropriate, take details of bruising or other injuries;
- Do not pre-judge what you are told and never say that you do not believe what the child or young person says;
- Tell the child or young person that telling you is the correct thing to do;
- Tell the child or young person that they are not to blame;
- Do not under any circumstance continue to question the child or young person beyond confirming what they said;
- Do not make promises to the child or young person that you cannot keep for example, promising absolute confidentiality as any disclosure will be referred on and other appropriate agencies may be involved;
- Do not take action against anyone mentioned in such disclosures and never against an alleged perpetrator;

Case Management Panel

On receipt of a Safeguarding concern, the NCM will consider engaging a Child Protection Case Management Panel (CMP).

The criteria for engaging such panel are if one or more of the following apply:

- Suspected child abuse incident

- More than trivial harm to child (including emotional)
- Preventable harm to a child
- Significant breach of EB CP policy or other relevant rule or legislation
- Issue leading to potential change of EB CP policy
- Likelihood or actuality of statutory agency involvement or media interest.
- Any other matter the NCM or any other senior EB member or employee regards as appropriate
- History/pattern of similar issue with club or individual.

The CMP will comprise of members who have been approved by the EB Compliance Committee. The Committee will comprise of a Chairman and at least one other person.

The CMP will:

- Review the actions taken by necessity prior to the Committee meeting.
- Direct the future course of events
- Make decisions that are in the best interest of children first and then also for EB
- Report the conclusion to the EB Compliance Committee.

If a conclusion of the CMP is that disciplinary action against a member is appropriate, the EB disciplinary procedures will come into effect immediately that decision is made.

If a case is judged to be potentially serious poor practice or abuse, the CMP may decide to take the neutral act of temporarily suspending the individual pending further investigations (this decision will be made on the basis of actual or potential deemed risk to the children).

Following a Children's Social Care or Police investigation, EB will assess the available information to decide whether the individual can be reinstated to their role in boxing. This may be a difficult decision; particularly where there is insufficient evidence for the Police to act or obtain a conviction.

In such cases, the CMP or Disciplinary Panel must reach a decision based upon the available information which could suggest that on a balance of probability; it is more likely than not that the person poses a risk.

The CMG may decide that an individual should undertake certain actions such as further training or completing a new DBS disclosure, with failure to comply resulting in suspension.

The NCM can suspend a member pending the appointment of the CMP if circumstances require urgent action.

See the flowcharts which accompany this section, on the England Boxing website.

Whistle-blowing

It is acknowledged that feelings generated by the discovery that a coach, volunteer or other child or young person has abused, or may be, abusing a child will raise concern amongst other coaches or volunteers, particularly in relation to the difficulties inherent in reporting such matters. It is important, however, that any concerns for the welfare of any child arising from the abuse or harassment by a coach, volunteer or child / young person should be reported immediately.

The welfare of the child must always be of paramount importance and, you should ensure someone takes immediate steps to remove the child or young person from a position of harm or potential harm. If in a club environment this can be done by recruiting the help of a colleague or by contacting the parents / carers in order that the child or young person may be removed from the position of harm whilst the matter is resolved.

If a member of staff, a coach or other volunteers becomes aware that a member of staff, a coach or other volunteer has or may abuse a child[ren], you MUST inform an appropriate person, in confidence if necessary. That person could be a Club, Divisional or Regional Welfare Officer or the National Child Protection & Equity Manager.

All information received and discussed will be treated in confidence and only shared with those individuals within England Boxing who will be able to manage and resolve the situation.

In cases where you do not feel able to disclose your concerns to any or all of these people, you MUST contact the Police, the Children's Social Care Services or The NSPCC. All these agencies are experienced in such matters and you can be confident that the concerns will be addressed in a professional way.

If in the event that you feel only able to disclose your concerns anonymously, you are urged to contact any of the agencies named providing as much detail as possible to assist those agencies and to minimise the harm or risk that the child [ren] may come to.

Remember : Doing nothing is not an option in Amateur Boxing

Supervision & Support for Staff and Volunteers

England Boxing assures all coaches, volunteers, helpers, staff or officials that it will fully support and protect anyone who, in good faith, reports their concerns that someone has abused, or may be, abusing a child.

We will also ensure that supervision and support is available both during & following an incident or allegation.

The first person within a club to consider is the Club Welfare Officer. This officer should whenever possible be on hand to offer help and advice at this difficult time. The Club Welfare Officer may draw on the assistance of either the Divisional or Regional Welfare Officer or the National Child Protection and Equity Manager a part of whose role is to provide help and assistance in this area.

The benefit of a supportive club committee cannot be understated as on many occasions there is expertise within this group.

In the most serious cases, it may be possible to access counselling from the statutory agencies particularly the Children's Social Care Services who will have links to other branches of Social Service.

In any event, you will not be expected to deal with this difficult area alone and you should always seek help and advice from the network of Welfare Officers within the England Boxing – Do not forget that the National Child Protection and Equity Manager is available to advise and help at any time.

If an allegation is made against you

Any concerns regarding the inappropriate behaviour or abuse by an adult towards a child or young person will be taken seriously and investigated. If you are the person who is the centre of the allegation, the situation will be explained to you and you may be asked to stop working with children and / or young people or you may be required to withdraw from boxing for the period of any investigation. This is to protect all parties involved.

On completion of the investigation, depending on the outcome, England Boxing will assess the appropriateness of you returning to boxing and how if applicable, this may be managed.

England Boxing will assess, on a case by case basis, any support needed for the person who has allegations made against them. England Boxing may choose to appoint an independent officer to provide support to the accused person

When there is a complaint there may be three types of investigation:

- A criminal investigation
- A child protection investigation
- A disciplinary or misconduct investigation

The results of the police and Children's Social Care Services investigation may well influence the disciplinary investigation.

In cases where unacceptable or abusive behaviour is reported to a member of the club or organisation whether the complainant be a member of the club or organisation or not, such complaints shall be taken seriously and dealt with in a timely manner.

The recipient of the complaint, if not the Club, Divisional or Regional Welfare Officer, shall refer the matter to such a person. This Welfare Officer shall confirm receipt of the complaint to the complainant personally or preferably in writing.

The complaint will be entered onto the England Boxing referral form [see linked Documents 'England Boxing Referral Form']

The procedures above will be adhered to.

Within the constraints of confidentiality, the witness shall be kept informed of the position on a regular basis until it is resolved.

In the case of a child or young person abusing another child within the club this can be notoriously difficult to deal with however, it is important that such matters are dealt with sensitively and parents of both the victim & the alleged perpetrator are informed. In serious cases where a referral is made to a statutory agency [Police, Children's Social Care Services or NSPCC] the agency may be best placed to do this.

It is important that both children / young people in this case scenario are supported and pre-judgment does not take place. In all other respects the process of dealing with the alleged incident / offender is the same as outlined further in this Policy.

Always seek the help of your Divisional or Regional and / or National Child Protection & Equity Manager and / or NSPCC Helpline if in doubt.

With regard to bullying see Section 7

It is important that this organisation is seen to take complaints seriously and that we are transparent and effective in our methods of dealing with them.

Where a parent, carer or other person cannot or is unwilling to report their concerns to a member of the club, particularly if it is regarding a coach or other official of the club, they may contact either the Regional Welfare Officer and / or the England Boxing National Child Protection and Equity Manager.

The contact numbers for these persons shall be displayed within the Club Child Protection policy which should be prominently displayed within the club.

The following is a guide to assist you through this process:

- If, following consideration, the allegation is clearly about poor practice, it will be dealt with as a misconduct issue following advice and guidelines obtained from your Divisional or Regional Welfare Officer and / or the England Boxing National Child Protection and Equity Manager;
- If the allegation is about poor practice or if the matter has been handled inadequately and concerns remain, it should be referred to the England Boxing National Child Protection and Equity Manager who will decide how to deal with the allegation and whether or not to refer the matter to the Case Management Referral Panel for disciplinary proceedings [see the England Boxing Disciplinary Proceedings];
- Any suspicion that a child has been abused by either a coach or volunteer should be reported to the club, Divisional or Regional Welfare Officer or the England Boxing National Child Protection and Equity Manager who will take such steps as considered necessary to ensure the safety of the child and / or any other child who may be at risk;
- In cases requiring immediate action, the Club, Divisional or Regional Welfare Officer or the England Boxing National Child Protection and Equity Manager will refer the allegation to the Children's Social Care Services [Previously Social Services] who will involve the police in appropriate cases;

- The parents or carers of the child will be contacted as soon as possible following advice from the Children's Social Care Services;
- If not informed at the outset, the Club, Divisional or Regional Welfare Officer must also notify the England Boxing National Child Protection and Equity Manager who will decide who will deal with any media enquiries;
- Every effort will be made to ensure that confidentiality is maintained for all concerned;
- If the Club, Divisional or Regional Welfare Officer is the subject of the suspicion / allegation, immediate contact should be made and a subsequent report must be sent to England Boxing National Child Protection and Equity Manager who will then be responsible for taking all further appropriate action.
- The England Boxing National Child Protection and Equity Manager will make an immediate decision regarding any individual accused of abuse regarding their temporary suspension pending further police and Children's Social Care Services enquiries;
- Irrespective of the findings of the Children's Social Care Services or police enquiries, the England Boxing Case Management Referral Panel, the National Child Protection & Equity Manager and / or the Chairman of the England Boxing Equity Commission will assess all individual cases under the appropriate misconduct / disciplinary procedure to decide whether an individual can be reinstated and how this can be handled sensitively.

This may be a difficult decision particularly where there is insufficient evidence to uphold any decision by the police. In such cases those considering this matter will reach a decision based upon the available information, which could suggest that on the balance of probability, it is more likely than not the allegation is true. *The welfare of the child WILL always remain paramount;*

- The England Boxing Child Protection and Equity Manager will involve the England Boxing Case Management Referral Panel in the making of all decisions regarding suspensions leading from allegations against Coaches and Volunteers

Consideration will be given regarding available support to the child, the parents / carers / guardians, coaches, members and volunteers this includes alleged perpetrators.

Support for victims and / or accused staff, coaches, officials and volunteers

As a sport that cares for all its members we seek not to pre-judge and to minimise trauma particularly around Child Protection cases – this does not preclude our primary stance that the child's welfare is paramount.

THE CHILD VICTIM

In minor incidents it may only be necessary for the Club Welfare Officer to offer help, advice and support within the club. In more serious cases, generally the child will be supported by the family, a friend or both.

In cases where matters have been referred to police or the Children's Social Care Services both these agencies have, and regularly call upon support agencies and groups who will help the victim through this traumatic part of their life these agencies would include the local Victim Support Scheme and contracted Counselling and Therapy providers.

It is important that the Club Welfare Officer maintains links with the child victim and the child's parents in order to best support the child when returning to the gymnasium / club. Upon their return this support must continue and consideration should be given to discrete chaperoning without causing undue embarrassment to the child. Parents and carer should be consulted and agreement made regarding this delicate process.

THE ACCUSED STAFF, COACH, OFFICIAL OR VOLUNTEER

Although generally isolated, there have and no doubt will continue to be cases where staff, coaches, officials or volunteers have been the subject of interim sanction [suspension etc]. Until an allegation has been proved, the principles of natural justice must prevail and without unwanted intrusion, the accused excluded person should be permitted a link with the sport.

Having access to activities of England Boxing whilst suspended would not be appropriate however, it is recommended that the Divisional or Regional Welfare Officer maintains a tentative link with the accused person for the purposes of a managed and supported return to the club if a matter is subsequently not proceeded with or a serious matter subsequently becomes a matter for the disciplinary process.

All Welfare Officers engaged in 'accused person' liaison shall maintain an accurate log of contacts, timings, matters discussed and advice given. At no time should such officers discuss blame or any forthcoming case or proceedings.

When engaged in the liaison with accused members, Divisional and Regional Welfare Officers must maintain continuous links with the National Child Protection and Equity Manager who will continually assess England Boxing's position.

If the accused person is subsequently exonerated then their re-entry into the gymnasium / club should be carried out with care particularly if the victim remains within the same club. Whilst every effort should be made to manage this process with common sense and compassion it will not be an easy situation to resolve and Club Welfare Officers are urged to seek advice from Divisional, Regional welfare officers and / or the National Child Protection and Equity Manager. Further supporting agencies can be found elsewhere in these procedures.

IF YOU ARE NOT SURE WHAT TO DO

Advice can be obtained by telephoning the NSPCC Help line on: 0800 800500 or

The England Boxing Box Line on 01142 235 639 which is a 24 hour referral line to the England Boxing National Child Protection and Equity Manager

URGENT REFERRALS TO POLICE / SOCIAL SERVICES BY CLUB WELFARE OFFICERS

In normal circumstances the referral to an outside agency will be carried out by the NCPem however, in cases of emergency and in liaison with either the Divisional / Regional Welfare Officer and / or the NCPem, the Club Welfare Officer must contact the relevant agency [police / Children's Social Care Services etc]. This action should be treated as 'immediate'.

Whilst speaking to the agency, the following must be borne in mind:

- Ensure that you make a written record of everything you say / discuss with the agency;
- Ensure you note down the exact instructions you were given;
- Secure the full details, rank, position and contact details of the person you spoke to;
- Fully complete the England Boxing Referral form and fax the completed document to them;
- You must send a copy of this referral document to the Regional Welfare Officer who will instigate a case management file for England Boxing record purposes;
- Reference must be made immediately to the NCPem before attending any proposed strategy meetings ^[NB 1] with an outside agency – the NCPem or his deputy may attend such meetings in some circumstances together with a member of the club. As strategy meetings rarely take place on the day of a disclosure or arrest this will allow the person attending to liaise with the Club or Regional Welfare Officer;
- Ensure that this disclosure / referral remains 'confidential';
- In cases where a member of the club is felt unsuitable to remain in the club as a result of such disclosures, in the interests of the child[ren] the matter shall be immediately referred to the NCPem who shall consider the interim sanction of suspension.

[NB 1] A strategy meeting involves persons from various agencies [which may include social services, police, education and health] the purpose of which is to discuss whether a Section 47 police investigation should take place. It has various other roles including the formulation of care plans that safeguard the child[ren] referred to one of these agencies.

It should be noted that although a person is suspended, it does not indicate guilt however, the welfare of the child is paramount and initial suspension in relevant cases will / must take place.

13. DISCLOSURES OF HISTORICAL ABUSE

On rare occasions, some children and young people disclose abuse which may have taken place some time [in some cases years] previously. In these instances the procedures outlined above should be followed. Again this disclosure should be addressed immediately as it may indicate that other children in Amateur Boxing or beyond may be at risk from the alleged perpetrator.

It will always be helpful when considering referral of abuse to view the 'England Boxing Abuse Flow Chart' which is a linked Document.

It is vital that all actions regarding allegations of poor practice and / or child abuse MUST be dealt with in a timely manner – initial steps MUST be taken immediately and all subsequent actions / processes must also be carried out expediently – Consult your Regional and / or National CP Manager regarding assistance in this area.

Where cases are referred to Discipline Procedures you must observe the instructions and time lines outlined in the 'Discipline Flow Chart' [A linked Document]

Remember – In all cases of alleged abuse on children, 'Taking no action is not an option'

14. CHILD PROTECTION AT TOURNAMENTS & EVENTS

- It is recommended that all tournament / event organising committees should appoint one member to act as the child protection contact for that specific event;
- The name of the person appointed should be displayed at the Weigh-in, arrivals area and at the Registration Desk if appropriate;
- The nominated person should have attended an appropriate Child Protection Workshop and hold a current Criminal Records Bureau Disclosure at Enhanced level and appear on the current England Boxing CRB Disclosure Schedule.
- The role of the contact is to report concerns about any incidents of child abuse to the England Boxing National Child Protection and Equity Manager and / or, if the incident was considered to be serious, to Police, Children's Social Care Services or the NSPCC;
- The contact role is not in order to make any judgments as to whether abuse was or was not taking place but to report the incident;
- Any appropriate incidents shall be recorded on an England Boxing Referral Form;

We believe that the administration of this policy will cause a minimal amount of additional work for tournament organisers and Officials in Charge. However, it is important for the future of our sport that we all try to provide a safe environment in which children can participate in competitions and events, whilst we continue to promote and celebrate their achievements and successes.

STATUTORY AND OTHER CHILD PROTECTION AGENCIES

Local Authorities

Under the Children Act 1989 Local Authorities have a duty to enquire where it is suspected that a child may be at risk of significant harm and generally to ensure the welfare of children and young persons within their jurisdiction.

Under the control of Local Children Safeguarding Boards [NB 2], responsibility for investigating CP referrals is placed in the hands of local Children's Social Care Services. Contact can be made through the local Social Services office.

[NB 2] Local Safeguarding Children Boards [LSCB] is a multi agency forum which brings together representatives of each of the main agencies police, social services, health and education together with other professionals responsible for helping to protect children from abuse. Some LSCB have sports representatives within their number.

Police

All Police Officers are trained to respond to emergencies and can deal with the 'initial stages' of a disclosure of abuse by a Child or Young Person. In serious cases, such officers will refer the matter to experienced Police Child Protection Officers.

These officers are based in Child Protection Teams and are available to provide advice on Child Protection matters. Where suspicion of criminality is present, the Police will become involved immediately whilst working jointly with Social Services.

The Multi-Agency Public Protection Arrangements (the MAPPAs)

The multi-agency public protection arrangements (the MAPPAs) grew out of the closer working relationship which developed between the police and probation (and latterly other agencies) in the late 1990s.

It was formed to establish arrangements for assessing and managing the risks posed by sexual and violent offenders and through its monitoring arrangements, this organisation enables the police to identify high risk individuals who may prove to be a danger to children in and around your club.

Suspicious in this area should be reported through the NCPM.

Furthermore, the Police have a special relationship with the sport of Amateur Boxing through;

The Police Community Clubs of Great Britain.

The majority of this organisation's Board are, or have been, senior child protection managers and will provide advice whenever contacted.

Telephone: 01276 489776 email : crbpcc@aol.com Website: policecommunityclubs.org

Voluntary Sector

The NSPCC - Child Protection in Sport Unit [CPSU]

The NSPCC Child Protection in Sport Unit (CPSU) is jointly funded between the National Society for the Prevention of Cruelty to Children (NSPCC), Sport England, Sport Scotland, the Sports Council for Northern Ireland and the Sports Council for Wales.

The Unit was founded in 2001 to co-ordinate and support sports organisations' implementation of the 2000 National Action Plan for Child Protection in Sport. Access to this organisation is made through the NCPSEM.

The CPSU mission is to safeguard the welfare of Children and Young People in sport and to promote their well-being.

15. CONFIDENTIALITY and INFORMATION SHARING

As the first signatory of the Sport England – NSPCC CPSU 'Protocol for Information Sharing, the Board of Directors of England Boxing commend this document to you, as it will ensure timely and ethical sharing of information which ultimately can only help in the protection of our Children & Young People against all forms of abuse. [See the linked Document 'The England Boxing Disclosure Flow Chart']

Every effort will be made to ensure that confidentiality is maintained for all concerned and gossiping or spreading rumours about any person involved in a child protection issue must be avoided [beyond giving information as part of a legitimate investigation process] as such behaviour can result in legal action. Information should be handled and disseminated on a need to know basis.

The management of confidential information is an important element of the work of England Boxing. Such information should be handled in a professional, sensitive and respectful way. It therefore follows that confidentiality should be paramount when dealing with matters around child abuse. Such care should apply to the rights of both the victim and alleged perpetrator of poor practice or abuse.

The following shall apply:

- Disclosing information on a 'need to know' basis is not a breach of confidentiality;
- Information around concerns which are disclosed to parents or guardians should at all times be delivered with sensitivity and care;
- Disclosures made on a need to know basis should also be delivered in a sensitive and careful way;
- No guarantees of confidentiality can be made as the welfare of the child supersedes all other considerations.

- In cases of doubt as to the veracity of a disclosure and whether the disclosure is poor practice or child abuse, the NCPEM and / or the Divisional or Regional Welfare Officer should be consulted in the first instance however, you will not be criticised for consulting in good faith, an outside agency e.g.: Police, NSPCC or Children's Social Care Services [Social Services].
- In all cases, refer to the Linked Document 'The England Boxing Disclosure Flow Chart'

Anonymous complaints:

Anonymous complaints are notoriously difficult to deal with however, they should not be ignored. Regardless of whether such complaints refer to a member of the club / organisation [either victim or accused] the matter must be reported to the NCPEM and / or the Divisional or Regional CP Officer. This type of allegation should be addressed immediately and confidentially and dealt with appropriately if abuse or poor practice is discovered.

16. USEFUL WEBSITES AND CONTACT TELEPHONE NUMBERS

The following non-exhaustive list of websites and contact telephone numbers may be found to be useful:

Box Line England: 01142 235639 This is the 24 hour England Boxing CP and Equity Helpline

NSPCC Helpline: 0808 800 5000

NSPCC CPSU : www.thecpsu.org.uk 0116 234 7278

Department of Health Consultancy Service
Room 133, Department of Health, Wellington House,
133-135 Waterloo Road, London DE1 8UG.

Sportscoach UK [information on local courses including Child Protection]
114 Cardigan Road, Headingley, Leeds LS6 3BJ.
Tel: 0113 274 4802

Criminal Records Bureau [CRB],
PO Box 110, Liverpool, L3 6ZZ
0870 90 90 822
www.crb.gov.uk

Childline,
Studd Street, London N1 0QV
Tel: 0800 1111
www.childline.org.uk

Data Protection - www.legislation.hmso.gov.uk

17. PUBLICATIONS & GUIDANCE

The following is a non exhaustive list of publications and guidance which are recommended by the England Boxing Equity Commission:

Code of Ethics & Conduct for Sports Coaches
National Coaching Foundation
Available from Coach-wise Limited Tel: 0113 231 1310

The Successful Coach- Guidelines for Coaching Practice
National Coaching Foundation
Available from Coach-wise Limited Tel: 0113 231 1310

Sports Coach UK 'Codes of Ethics and Conduct for Sports Coaches
&
Sports Coach UK 'Are your young people safe – is your coaching sound'

Both available from 0113 2311310

Crouch M [1995] *Protecting Children – a guide for Sportspeople*
Boocock S [2002] *Journal of Sexual Aggression*

This Policy is subject to continual and major annual review

