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About Us

Essex Met is an Essex based netball league consisting of more than 88 netball teams and hundreds of players, helping girls and Women of all ages. Essex Met consists of 5 boroughs; Redbridge, Barking & Dagenham, Havering, Newham and Waltham Forest.

Our Essex Met League (main league ) and junior league games are played at the Redbridge Sports Centre. We have teams and clubs playing in our league from all over London and the South East.

Our Policy Statement

EMNA have a duty of care to safeguard and promote the welfare of individuals who are under the age of eighteen. We are committed to:

• Making the welfare of children and young people paramount. This means that the need to ensure that children and young people are protected is a primary consideration and may override the rights and needs of those adults working with them.

• Creating and maintaining a safe and positive environment for all young people who are involved with sport and physical activity, enabling everyone whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity to participate in our organised activities in a fun and safe environment.

• Taking all reasonable steps to protect children and young people from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings.

• Taking seriously all concerns and allegations of poor practice or abuse and responding swiftly and appropriately to them in accordance with current procedures.

• Tackling any areas of concern which are raised.

• Putting systems and procedures in place to safeguard children and young people working within sport and physical activity.

• Ensuring that all our staff and contracted workforce who work with, or have the potential to work with, children and young people are appropriate for their role and responsibilities and are provided with relevant training.

• Recognising that there are several groups, eg deaf and disabled children and adults (dependent upon a caregiver; impaired ability to utilise self-defense: behavioural signs may be interpreted as a characteristic of the disability) and talented and elite young people and adults (over-training; pushed too far; overly focused on performance goals to achieve success) who are made vulnerable to abuse.

• Recognising that children, young people and families from minority group backgrounds may face additional barriers to accessing help and reporting concerns in respect of safeguarding issues (language; family honour, shame and stigma; fear of rejection/broken confidentiality within the community).

Designated persons with responsibility for safeguarding children

**Lead Safeguarding Officer (LSO)**

The LSO has a child (and adult at risk)-focused approach and communicates and provides advice and support at all levels. They have influencing skills and an ability to work with conflict and with emotionally distressing matters. The LSO has knowledge of relevant legislation, government guidance, England Netball’s and UK Coaching’s Safeguarding and Protecting Children Policy and procedures and will promote and demonstrate anti-discriminatory practice.

The LSO has overall responsibility for the development and establishment of our approach to safeguarding children and adults at risk. This includes reporting to the Essex Met Executive Committee and England Netball.

The LSO role includes:

• To coordinate Essex Met Netball’s action in any safeguarding case

• To act as a first point of contact for clubs and individuals in Safeguarding matters.

• To liaise with the Executive over individual cases, proposed policy and guidance.

• Supported by England Netball, to co-ordinate the dissemination of policy, procedures and resources throughout Essex Met County and with relevant stakeholders

 • To represent Essex Met Netball at external meetings related to safeguarding

• To keep up to date with own knowledge and skills

• Identify specific awareness and training for members of staff at different levels within the organsiation and Board structures.

Awareness and training:

We advocate that Coaches:

• Analyse their own practice against established good practice, and to ensure their practice is not likely to result in allegations being made

• Recognise their responsibilities and report any concerns about suspected poor practice or possible abuse

• Respond to concerns expressed by a child

• Work safely and effectively with children. Coaches, leaders, officials and instructors play a critical role in the development of any sport or physical activity, and in the lives of the people they coach. Good coaches ensure participants have positive experiences, so they are more likely to continue and achieve their potential. The need for coaches to understand and act on their responsibilities is vital to sport and physical activity, as is the need to promote participation for fun and enjoyment, as well as achievement.

Essex Met Netball Association requires:

• Our volunteers and support coaches to undertake basic Safeguarding training

• Our Executive Board to undertake safeguarding training

• Our Lead Safeguarding Officer (LSO) and Deputy LSO to attend specialist Safeguarding training

• Those coaches who regularly undertake Coaching as a Level 2 or above (Head Coach role) to attend a recognised safeguarding awareness workshop every 3 years, to ensure they have an understanding of what is considered to be good practice and to facilitate the development of a positive culture towards safeguarding children and adults at risk, aligned to England Netball’s best practice and minimum standard guidelines.

Glossary of Terms

**Abuse**

Abuse may take a number of forms, and may be classified under Neglect, Physical Abuse, Sexual Abuse, Emotional Abuse, Bullying.

**Neglect**

Neglect is not meeting a child’s basic physical or psychological needs. The four main types of neglect are physical, educational, emotional and medical. Each type of neglect can have a long-lasting impact on a child’s health and development.

**Physical Abuse**

When someone deliberately hurts a child causing physical harm it is called physical abuse. It may involve hitting, kicking, shaking, pushing, poisoning, burning, biting, scalding, drowning or any other method of causing non-accidental harm.

**Sexual Abuse**

Sexual abuse is when a child is forced or persuaded to take part in sexual activities. This may involve physical contact or non-contact activities and can happen online or offline. Children and young people may not always understand that they are being sexually abused. Sexual abuse has immediate and long-term impacts on a child’s physical, mental and emotional wellbeing, behaviour, development and personal relationships. Emotional abuse is the emotional maltreatment of a child, which has a severe and persistent negative effect on the child’s emotional development.

**Bullying**

 Bullying is deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can be:

• Emotional: being unfriendly, excluding (emotionally and physically), sending hurtful text/ email messages, tormenting, (e.g., hiding kit or equipment, threatening gestures)

• Homophobic: because of, or focusing on, the issue of sexuality

• Physical: pushing, kicking, hitting, punching or any use of violence

• Racist: racial taunts, graffiti or gestures

• Sexual: unwanted physical contact or sexually abusive comments

• Verbal: name-calling, sarcasm, spreading rumors, teasing. Please refer to Appendix J for the Anti-Bullying policy.

**Child Exploitation Online Protection (CEOP)**

CEOP is a law enforcement agency and is here to help keep children and young people safe from sexual abuse and grooming online.

**Child(ren)**

Anyone under the age of 18.

**Child Protection in Sport Unit (CPSU)**

The CPSU team is sited within the National Society for the Prevention of Cruelty to Children (NSPCC). [www.thecspu.org.uk](http://www.thecspu.org.uk)

**Lead Safeguarding / Welfare Officer**

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In a safeguarding emergency, when a young person is at immediate risk of harm, call 999.