

CHILD PROTECTION POLICY FOR THE ENGLISH LACROSSE ASSOCIATION

The English Lacrosse Association (ELA) has produced this Child Protection Policy to help understand the issue of Child Protection and Good Practice. The ELA has responsibilities to children, coaches and other paid and voluntary officials. The safety and welfare of children should always be the primary consideration.

Recognition of child protection issues means understanding the facts and translating them into action. Through the adoption of good practice procedures, the ELA is working to ensure that children can play lacrosse in a safe environment. Adopting best practice will help to safeguard children from potential abuse as well as protecting coaches and other adults in positions of responsibility from potential false allegations of abuse.

All adults who work with children in lacrosse or whom appoint others who do so, should be aware of :

- ☐ the Children Act 1989
- ☐ child abuse and what it is
- ☐ the importance of their own behaviour

The ELA has issued these guidelines for those working with children in lacrosse, in order to:

- increase the general awareness of child protection - how to recognise child abuse and the procedures to follow
- ☐ outline the responsibilities which everyone has to protect children
- ☐ identify the importance of good practice for those working with children.

It may be useful to refer to Appendix M, the bill of rights for young lacrosse players on page 24.

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Please note that the term children also refers to young people, disabled and vulnerable adults.

What is Child Abuse ?

The Children Act 1989 defined children as those under the age of 18 and is concerned with the protection of children from 'significant harm'. Child abuse can be a difficult and distressing subject. In order for the ELA to do what it can to safeguard children in its care or custody, it is vital for all those involved to have a good understanding of the issues.

It is important to be aware of research which shows that children are rarely abused by strangers, but more commonly by people they know and trust. Children are also abused by their peers (see bullying). Many probably only think of sexual abuse as abuse, but in fact there are 4 recognised forms of child abuse - physical, emotional, neglect and sexual.

Physical abuse has occurred when the child suffers some form of physical injury, which is not the result of an accident. An example of this could be recurrent bruising and on parts of the body where accidental injury would be unlikely. The injury could be bone breaks, burns or scalds. It would be difficult for the child to explain. In lacrosse situations, physical abuse might occur when the nature and intensity of training exceeds the capacity of the child's immature and growing body.

Emotional abuse is the consequence of a child receiving little affection, but could also be the result of the child continually being made to feel inadequate by remarks made by parents, coaches or other adults. Emotional abuse in lacrosse might occur if children are subjected to constant criticism, bullying, racism or unrealistic pressure to perform to high expectations, and may be difficult to recognise unless the child is known over a period of time.

Neglect is where a child is badly cared for. The child's basic needs like food and warm clothing are not met, and they may be refused love, affection and attention. The child may also be constantly left alone or unsupervised, and therefore may arrive late to coaching sessions, and may lack friends because of their appearance.

Sexual abuse occurs when a child is involved in sexual behaviour against their will and with adults who are using their relationship with the child for their own sexual preferences. Showing children pornographic material (books, videos, pictures) is also a form of sexual abuse. They often feel responsible and ashamed and may find it difficult to reveal what has happened to them, because they are embarrassed or worried about the outcome. The signs of sexual abuse may be physical and /or behavioural and the child may seem very sexually aware for their age.

Bullying may be seen as deliberately hurtful behaviour, usually repeated over a period of time. It can take many forms; the three main types are physical, verbal, and emotional. It is often difficult for those being bullied to defend themselves.

Taking appropriate action

Research shows that most children who were abused tried to tell someone, but in many cases were not listened to, or were not believed. All incidents of suspicious poor practice and allegations should be taken seriously and responded to swiftly.

In deciding what actions to take remember that only experienced professionals should deal with child abuse. In some situations, it may be quite easy to determine who you should contact if you are concerned about a child being abused. For example, if you work for a local authority, at a school, for The English Lacrosse Association, or for your lacrosse club you will have a line manager - the person to whom you are directly responsible.

Taking action in cases of child abuse is never easy. You are probably upset about what the child has said and you may worry about the consequences of the action you take.

In some cases, it may be quite appropriate to discuss your initial worries with the parents or carers concerned. If concerns remain then further advice should be gained from social services. Confidentiality should be upheld in line with the Data Protection Act 1984 and the Human Rights Act 2000.

In other cases, it would be inappropriate to discuss your concerns with the parents or carers (e.g. if sexual abuse is suspected) and you should discuss your concerns directly with a senior colleague or directly with social services. The following steps should therefore be taken:

- ☐ Inform a senior colleague (or if unavailable or inappropriate, contact social services yourself) or appropriate person at the club
- ☐ The Senior person should inform the duty officer at social services or the police and explain that it involves child protection. Give your name, role, address and telephone number and clear, accurate details of the child, what you have observed (include date time and details of child's behaviour and emotional state), what a child has said and what action you have taken.
- ☐ Social services will advise what to do next, and will take responsibility for ensuring appropriate investigations are undertaken.
- ☐ If a child needs urgent medical attention as a result of suspected abuse, then you must seek this as a matter of urgency. Inform social services as soon as possible to seek advice on informing parents.
- ☐ Record carefully what you have heard seen and done on the incident form (see appendix D) and send it to the appropriate person.

Internal enquiries and suspension

The ELA should make an immediate decision about whether any individual accused of abuse should be temporarily suspended (in line with constitutional powers) pending further police and social service inquiries.

Irrespective of the findings of the social services or police inquiries, the ELA must assess all individual cases under the appropriate misconduct / disciplinary procedure, to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled.

Responsibilities for those working with children

There are 2 main responsibilities:

- A. To promote good practice in the care of children
- B. To recognise signs of abuse and take the necessary action to help the child

A. To promote good practice in the care of children

Responsible adults involved in lacrosse have a responsibility to protect children from harm. They should be aware of the impact of their words and actions on young players. From an ethical and legal point of view they have a duty to ensure that their verbal and non verbal communication with all lacrosse players, but especially children, is positive. Any behaviour, words or actions which, could be construed by others or the child, as sexual in nature should be of very serious concern.

It is possible to reduce situations for the abuse of children and help to protect staff / volunteers by promoting good practice. (see appendix F page 17 - Code of ethics and conduct). Child Protection is not just about protecting children, it is also about ensuring that coaches and officials are not the subject of unwarranted or malicious accusations. The ELA will insist that staff/volunteers sign up to the organisation's code of ethics and conduct.

The following are more specific examples of care which should be taken when working with children :

- ☐ always be publicly open when working with children
- ☐ find other ways of correcting technique rather than physically handling a child. Some parents are increasingly concerned about any physical contact.
- ☐ where possible, parents should have responsibility for their children in the changing rooms. If groups have to be supervised always ensure that adults work in pairs.

- ☐ where there are mixed teams away from home, they should be accompanied by a male and female member of staff / responsible adult

Everyone should also be aware that as a general rule it **does not make sense** to:

- ☐ spend excessive amounts of time alone with children away from others
- ☐ take children alone on car journeys, however short
- ☐ take children to your home where they will be alone with you.

You should never:

- ☐ engage in rough, physical or sexually provocative games
- ☐ share a room with a child
- ☐ allow or engage in any form of inappropriate touching
- ☐ allow children to use inappropriate language unchallenged
- ☐ make sexually suggestive comments to a child, even in fun
- ☐ allow allegations made by a child to go unchallenged, unrecorded or not acted upon
- ☐ do things of a personal nature for children which they can do for themselves
- ☐ invite or allow children to stay with you at your home unsupervised

It may sometimes be necessary for staff or volunteers to do things of a personal nature for children particularly if they are young or have disabilities. These tasks should only be carried out with the full understanding and consent of parents and the children involved.

If you accidentally hurt a child, he / she seems distressed in any manner, appears to be sexually aroused by your actions, or misunderstands or misinterprets something you have done, report any such incident as soon as possible to another colleague and make a brief written note of it. Parents and carers should be informed of the incident.

Appendix G has guidelines on the use of photographic and filming equipment at sporting events (see page 18)

B. Recognising signs of abuse

Recognising child abuse can be very difficult. Indications that a child may be abused include the following :

- ☐ unexplained injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries
- ☐ an injury for which the explanation seems inconsistent
- ☐ the child describes what appears to be an abusive act involving him/her

- ☐ someone else expresses concern about the welfare of another child
- ☐ unexplained changes in behaviour
- ☐ distrust of adults, particularly those with whom a close relationship would normally be expected
- ☐ has difficulty making friends
- ☐ is prevented from socialising with other children

☐ displays variation in eating patterns including overeating or loss of appetite
loses weight for no apparent reason becomes increasingly unkempt or dirty
It should be recognised that this list is not exhaustive and the presence of one or more of the indicators is not proof that abuse is actually taking place. It is not the responsibility of those working in lacrosse to decide that child abuse is occurring but it is their responsibility to act on any concerns (see taking appropriate action page 3)

Sometimes the child may give an indication that they want to talk and then it is important to follow a number of principles:

1. The child must feel safe and you must be calm and honest
2. The child may have needed a lot of courage to ask for help, however you must make it clear that you will need to contact other people who will be able to give the appropriate advice and help
3. You must listen to what the child says and not make your own suggestions. Open questions should be used, and record what has been said as soon as possible. It is important to record facts not opinions.
4. Reassure the child that he / she is not to blame

It is important to realise that you have confidential information, therefore you should not discuss it with anyone other than someone whom you are sure can help. It is not sufficient to do nothing and hope that the problem will go away. Child abusers are frequently repeat offenders and so other children are at risk. Social services (and the police) have duties under the Children Act 1989 and if you are advised to make contact with them, or if contact is made for you, then specific procedures follow which ensure that the child is protected. See also Appendix D - the incident form.

NB There is the NSPCC Child Protection Helpline 0808 800 5000

Recruitment and selection of staff, officials and volunteers

All reasonable steps must be taken to ensure unsuitable people are prevented from working with young people and disabled adults. The same procedures should be adopted whether staff are paid or unpaid, full or part-time. Please see information on the Protection of Children Act in Appendix E on page 16

All applicants whether for paid or unpaid, full or part-time positions should complete an application form see Appendix J on page 20. The form should state that failure to disclose information or subsequent failure to disclose the information or to conform to the Code of ethics and conduct will result in disciplinary action and possible exclusion from the organisation

Checks and references would therefore include

- ☐ an application form - see appendix J, page 20
- ☐ a minimum of two written references, at least one of which should be associated with former work with children
- ☐ a self declaration form - see appendix C page 13
- ☐ a check through the Criminal Records Bureau (CRB). From 2001 The Home Office announced that the CRB will provide criminal record checks for volunteers free of charge to employers or voluntary organisations of registered bodies.

If any doubts or concerns are raised through the application form, references or checks, a police check of the applicant can be requested.

The ELA executive committee will appoint a Child Protection Officer (CPO). An ELA Child Protection working group will be formed consisting of the CPO and 2 (or possibly 3) people nominated by the executive committee.

Training, Monitoring and Appraisal

Appropriate training will enable individuals to recognise their responsibilities with regard to their own good practice and the reporting of suspected poor practice / concerns of abuse. Where possible training should take place with all staff who work with children. At regular intervals all staff or volunteers should be given the opportunity to receive formal or informal feedback, as a result of which new training needs may be identified.

Complaints and appeals procedure

The ELA's complaints and appeals procedure should be used to deal with any formal complaints and / or appeals. These procedures would apply for allegations of abuse

and / or poor practice and also for applications for posts. They should be made known to parents and young people

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APPENDIX A

QUICK REFERENCE GUIDE

ARE YOU CONCERNED ABOUT A CASE OF CHILD ABUSE?



WHEN AN INCIDENT OCCURS
MAKE A RECORD OF THE INCIDENT
(complete the ELA incident report form)



ENSURE THAT THE CHILD IS SAFE AND RECEIVES ANY NECESSARY
MEDICAL ATTENTION



REPORT YOUR CONCERNS TO THE PERSON IN CHARGE



IF THE PERSON IN CHARGE IS NOT AVAILABLE REFER YOUR CONCERNS
TO SOCIAL SERVICES



THE SOCIAL SERVICES OR PERSON IN CHARGE WILL THEN DECIDE
WHAT FURTHER ACTION TO TAKE

ARE YOU CONCERNED ABOUT POOR PRACTICE ?



*COMPLETE AN INCIDENT REPORT FORM AND SUBMIT TO THE PERSON IN
CHARGE*



*IF THE REPORT RELATES TO THE PERSON IN CHARGE THEN REFER
DIRECTLY TO A SENIOR OFFICER OF THE NGB*

APPENDIX A continued

Possible outcomes from an incident report / allegation being made

Poor practice



ELA investigation

Possible outcomes of hearing

No Case to answer

Warrants advice / warning as to future sanctions
concerns
inform LA, ELA &
Further training and support needed



Appeals

Appeals procedure should be available to CPO
to anyone under investigation

Child abuse



Report concerns (by filling in incident form) to the person in charge - unless allegation relates to this person



Person in charge must ensure conduct / safety of the child and then refer to social services and CPO.



If allegation relates to the person in charge then refer directly at the LA & ELA who must refer concerns to social services (who may involve the police)



Possible outcomes

- ☐ police inquiry
- ☐ criminal proceedings
- ☐ referral back to LA & ELA for disciplinary proceedings
- ☐ possible civil proceedings

If you do not know who to turn to for advice or are worried about sharing your concerns with a senior colleague, you should contact the social services direct or NSPCC 0808 800 5000 or CHILDLINE 0800 1111

. LA - local authority CPO - child protection officer

APPENDIX B

ESSENTIAL CONTACTS

THE NSPCC
NATIONAL CENTRE
42 CURTAIN ROAD
LONDON
EC2A 3NH
TEL 0207 825 2500
HELPLINE : 0808 800 5000

THE NATIONAL COACHING FOUNDATION
114 CARDIGAN ROAD
HEADINGLEY
LEEDS
LS6 3BJ 0113 274 4802

CHILDLINE UK
FREEPOST 1111
LONDON
N1 OBR 0800 1111

REGISTRATION OF INTEREST
CRIMINAL RECORDS BUREAU
PO BOX 91
LIVERPOOL
L69 2UH 0870 90 90 811

Please visit the CRB web site for up to date information on :
www.disclosure.gov.uk and www.crb.gov.uk

CHILD PROTECTION IN SPORT UNIT
3 GILMOUR CLOSE
BEAUMONT LEYS
LEICESTER
L4 1EZ 0116 234 7273

APPENDIX C

SELF DECLARATION FORM

Surname and title

Any previous names by which you may have been known

Address

Post code _____ Tel

Date of birth _____ Sex MALE/FEMALE (Please circle)

Have you ever been convicted of any criminal offences ? Yes ☐ No ☐

If 'Yes' please state the date and nature of the convictions _____

Have you ever been subject to any disciplinary action or sanctions relating to children? Yes ☐ No ☐

If 'Yes' please give details

Have you ever had a sanction imposed against you or been disciplined in any way for any matter relating to child abuse Yes ☐ No ☐

If 'Yes' please give details

Are you a person known to any social services department as being an actual or potential risk to children?

Yes ☐ No ☐ If 'Yes' please give details _____

I understand that under the Rehabilitation of Offenders Act 1974 (exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (amendment) 1986, I must declare all convictions, including 'spent' convictions. I will advise the club of any convictions incurred by me after completion of this form

I understand that the club may make police and /or social service checks against me. This form will be held securely by the club.

Signed _____ Date _____

APPENDIX D

INCIDENT REPORT FORM CONFIDENTIAL

This form follows the format in the British Olympic Association's Child Protection Policy booklet

NAME

POSITION

DATE

LOCATION

Concerns

Describe your concerns, and who they are about, child or adult. Give the names and if possible the details of the people involved.

Where and when did the above take place?

Does anyone else know about it? Did anyone else see, hear or make any comment?

Give their names and (if possible) their details.

Are these your concerns or a third party's? If the latter, give their name and (if possible) their details.

Actions

Have you informed the Team Manager/Person with overall responsibility for the child?

If so, please state what they said. If not, please state why not.

Written Statements

Have you got a written statement from the child involved / any third parties involved?

If not, please state why not.

Any further information, which you feel is relevant

NB: Please, write only facts and avoid interpretation, and wherever possible include times, dates and locations.

SIGNED _____ DATE

APPENDIX E

THE PROTECTION OF CHILDREN ACT 1999

The main provisions of the act

The act makes four principal changes to the law:

- ☐ It places the existing Department of Health Consultancy Index (a list of people considered to be unsuitable to work with children) on to a statutory basis. It then provides names to be referred to this newly created Protection of Children Act List and also provides a right of appeal to a new tribunal against the inclusion on the Protection Of Children Act List
- ☐ It amends 218 of the Education Reform Act 1988 to enable the Department for Education and employment to identify people who are put on List 99 because they are not fit and proper persons to work with children.
- ☐ It amends Part V of the Police Act 1997 to enable the CRB to disclose information about people who are included on the Protection of Children Act List along with their criminal records. IN this way the Act provides for a 'one-stop-shop' system of checking persons seeking to work with children
- ☐ It requires child care organisations proposing to employ someone in a child care position to ensure that individuals are checked through the one-stop-shop against the Protection of Children Act List and the relevant part of List 99, and not to employ anyone who is included in either list

The Act also contains other provisions, the most important of which are:

- ☐ To enable organisation to refer names to the Protection of Children Act List.
- ☐ To permit the Secretary of State to consider the transfer of names currently held on the DH Consultancy Index to be transferred to the Protection of Children Act List.
- ☐ To allow organisations to access the new Protection of Children Act List and List 99 without first going through the Criminal Records Bureau until such time as the 'one stop shop' comes into operation within the Bureau.

Although sporting organisations are not covered by the mandatory aspects of the Act, they are encouraged to refer names to the Secretary of State for consideration of inclusion on the POCA List. Sporting organisations are also reminded that while it is not mandatory for them to carry out these checks, they are still considered an essential part of the pre-employment process.

APPENDIX F

CODE OF ETHICS AND CONDUCT

Sports coaching helps the development of individuals through improving their performance.

This is achieved by:

- ☐ **identifying** and meeting the needs of individuals
- ☐ **improving** performance through a progressive programme of safe, guided practice, measured performance and / or competition
- ☐ **creating** an environment in which individuals are motivated to maintain participation and improve performance.

Coaches should comply with the principles of good ethical practice listed below

- ☐ **Coaches must** respect the rights, dignity and worth of every person and treat everyone equally with the context of their sport
- ☐ **Coaches must** place the well-being and safety of the performer above the development of performance. They should follow all guidelines laid down by the sports governing body and hold appropriate insurance cover.
- ☐ **Coaches must** develop an appropriate working relationship with performers (especially children) , based on mutual trust and respect. Coaches must not exert undue influence to obtain personal benefit or reward
- ☐ **Coaches must** encourage and guide performers to accept responsibility for their own behaviour and performance
- ☐ **Coaches should** hold up to date and nationally recognised governing body coaching qualifications.
- ☐ **Coaches must** ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
- ☐ **Coaches should** at the outset, clarify with performers (and where appropriate their parents) exactly what is expected of them and what performers are entitled to expect from their coach. A contract may sometimes be appropriate.
- ☐ **Coaches should** co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the performer.
- ☐ **Coaches should** always promote the positive aspects of their sport (e.g. fair play) and never condone rule violations or the use of prohibited substances.
- ☐ **Coaches must** consistently display high standards of behaviour and appearance

The previous text is taken from the National Coaching Foundation's Code of Ethics and Conduct for Sports Coaches

APPENDIX G

GUIDELINES ON USE OF PHOTOGRAPHIC & FILMING

EQUIPMENT *(Adapted and reproduced with the kind permission of the ASA 1999)*

Professional photographers/filming/video operators wishing to record the event should seek accreditation with the event organiser by producing their professional identification for the details to be recorded. Ideally they should request this five working days before the event.

Students or amateur photographers/filming/video operators wishing to record the event should seek accreditation with the event organiser by producing their student club or registration card and a letter from their club/educational establishment outlining their motive for attending the event.

All other spectators wishing to use photographic/film/video equipment with a telescopic or zoom lens should register their intent with the promoter of the event

Accreditation procedure: a system should be adopted whereby a record should be made of the individual's name and address and club. Professionals should register prior to the event and their identification details should be checked with the issuing authority prior to the event.

Public information: the specific details concerning photographic/film/video equipment should where possible, be published prominently in the event programmes and must be announced over the public address system prior to the start of the event.

The recommended wording is:

In line with the recommendation in the Organisation's Child Protection Policy, the promoters of this event request that any person wishing to engage in any video, zoom or close range photography should register their details with staff at the spectator entry desk before carrying out any such photography. The promoter reserves the right of entry to this event and reserves the right to decline entry to any person unable to meet or abide by the promoter's conditions.

Videoring as a coaching aid: there is no intention to prevent club coaches and teachers using video equipment as a legitimate coaching aid. However, performers and their parents/carers should be aware that this is part of the coaching programme and care should be taken in the storing of such films.

If you are concerned about any photography taking place at an event, contact the promoter or event organiser and discuss it with them.

APPENDIX H

FURTHER INFORMATION

Publications

CROUCH, M (1995) PROTECTING CHILDREN - A GUIDE FOR SPORTS PEOPLE

Available from the NSPCC or NCF at Coachwise Ltd Tel:0113 231 1310

NATIONAL COACHING FOUNDATION (1996) CODE OF ETHICS AND CONDUCT FOR SPORTS COACHES

Available from Coachwise Ltd Tel:0113 231 1310

NATIONAL COACHING FOUNDATION (1996) THE SUCCESSFUL COACH : GUIDELINES FOR COACHING PRACTICE

Available from Coachwise Ltd Tel:0113 231 1310

NSPCC EduCare CHILD PROTECTION AWARENESS PROGRAMME

'Making Sport Safe' TEL:01926 436202

CARING FOR YOUNG PEOPLE AND THE VULNERABLE ? GUIDANCE FOR PREVENTING THE ABUSE OF TRUST.

Home Office (1999) Tel:0207 273 2985

KERR, A PROTECTING DISABLED CHILDREN AND ADULTS IN SPORT AND RECREATION. Disability Sport England Tel:0207 490 4919

NATIONAL COACHING FOUNDATION (1999) ARE YOUR YOUNG PEOPLE SAFE? IS YOUR COACHING SOUND? A GUIDE TO GOOD COACHING PRACTICE Tel:0113 231 1310

NATIONAL COACHING FOUNDATION (1997) MAKING SPORT FUN

Tel:0113 231 1310

WESTCOTT, H (1993) THE ABUSE OF CHILDREN AND ADULTS WITH DISABILITIES London NSPCC

APPENDIX J

SAMPLE APPLICATION FORM

This form is to completed by employees and volunteers in sport

Position applied for:

Surname and title:

Any first name, surname or maiden name previously known by:

First name(s):

Date of birth:

Place of birth:

Present address:

Postcode:

Telephone number:

Mobile telephone number:

E - mail address:

Former address (within five years of present address):

Current occupation:

Name of organisation:

Role/Title:

Start date of employment:

Organisations address:

National insurance number:

Previous occupations (within 5 years):

Name of organisations:

Start date

Finish date

Name of organisations:

Start date

Finish date

Relevant experience for position applied for:

Previous experience of working with children in a voluntary or professional capacity

Please submit for the records:

Copy of Criminal Records Bureau form:

Copy of Passport or Photographic Driving Licence:

Copy of a paid utility bill with your current name and address present:

APPENDIX K

SAMPLE REFERENCE FORM

The following person _____

has expressed an interest in working with / at _____

If you are happy to complete this reference, any information will be treated with due confidentiality. We would appreciate you being extremely candid, open and honest in your evaluation.

1. How long have you known this person ?

2. In what capacity ?

3. What attributes does this person have that would make them suitable for this work ?

4. Please rate this person on the following

	Poor	Average	Good	V. good	Excellent
Responsibility	_____				
Maturity	_____				
Self motivation	_____				
Can motivate others	_____				
Energy	_____				
Trustworthiness	_____				
Reliability	_____				

This post involves substantial access to children. As an organisation committed to the welfare of and protection of children, we are anxious to know if there is any reason at all to be concerned about this applicant being in contact with children or young people.

Yes ☐ No ☐

Signed _____ Date _____

Print _____ name _____

Position	Organisation
<hr/>	<hr/>

Appendix L

ELA CHILD PROTECTION POLICY POLICY STATEMENT

The lacrosse club will:

- ☐ accept the moral and legal responsibilities to implement procedures to provide a duty of care for young people, safeguard their well-being and protect them from abuse
- ☐ respect and promote the rights, wishes and feelings of young people and disabled adults
- ☐ recruit, train and supervise its employees and volunteers to adopt best practice to safeguard and protect young people from abuse, and themselves against false allegations
- ☐ require staff/volunteers to adopt and abide by the ELA code of ethics and conduct and the child protection policy and procedures
- ☐ respond to any allegations appropriately and implement the appropriate disciplinary and appeals procedures

The child protection contact at this club is

Concerns relating to Child Protection issues may be sent to:
The Child Protection Officer
ELA Office
26 Wood Street
Manchester
M3 3EF
Tel No: 0161 834 4582

National helpline numbers include

NSPCC helpline : 0808 800 5000
0800 1111

Childline UK :

Appendix M

Bill of rights for Young Lacrosse Players

- One: Every young player has the right to participate in the sport of lacrosse.
- Two: Every young player has the right to be treated with respect and dignity by coaches, officials, volunteers and players.
- Three: Every young player has the right to report a designated adult any physical pain or emotional concerns with out fear or ridicule.
- Four: Every young player has the right to play in every game regardless of physical ability or the relative importance of the game.
- Five: Every young player has the right to play as a child, and be treated on a level appropriate with the emotional and physical maturity of the player's age.
- Six: Every young player has the right to participate in a safe and healthy environment and have access to proper medical treatment.
- Seven: Every young player has the right to be taught the fundamentals of lacrosse by a qualified adult leadership.
- Eight: Every young player has the right to have a coach who is more concerned with fun, social interaction and skill development than winning.
- Nine: Every young player has the right to have a coach who is supportive and patient, who takes time to

work with each player, and allows the player to make mistakes.

Ten: Every young player has the right to have fun.