



BIPHA Safeguarding Procedures

These procedures are in concordance with the BIPHA safeguarding policy and codes of conduct and take into account:

- The Children Act 2004 (Every Child Matters)
- Working together to safeguard children 2018
- Data Protection Act 2018
- UN convention on the Right of the Child
- NSPCC coupled with the sports Agencies of England, Scotland, Wales and N.Ireland.

These procedures set down shall be binding and adhered to in every aspect thereby ensuring that the sport of Inline Hockey provides a safe environment for its participants.

BIPHA accepts its moral and legal responsibility to implement procedures to provide a duty of care for children and young people, to safeguard their wellbeing and protect them from physical, sexual, or emotional harm and from neglect or bullying.

It is important to have clear policies, procedures at club level in addition to those implemented by BIPHA to create a safeguarding culture, as abuse is what happens when safeguarding does not. **Non-action is not an option in child protection**

What is child abuse

Child abuse is any form of physical, emotional, or sexual mistreatment or lack of care that results in injury or harm. It commonly occurs within a relationship of trust or responsibility which is misused or breached. Abuse can occur regardless of age, gender, race or ability.

There are four main types of abuse: **physical, sexual, emotional (including bullying) and neglect**. These may occur separately or in combination. The abuser may be a family member or someone they meet in the community including sporting activities. An individual may abuse or neglect a young person directly or indirectly (by failing to prevent the abuse occurring) Abuse situations arise when adults or peers misuse their power over a child or young person. The effects of abuse can be long-lasting and can carry into adulthood if untreated. Some children including those with disabilities or those from ethnic



minority communities can be particularly vulnerable to abuse through factors such as discrimination, isolation, stereotyping, prejudice or an inability to protect themselves or communicate that abuse has occurred. Reasonable and appropriate steps are required to ensure their welfare.

Types of Abuse

Physical Abuse

When someone physically hurts or injures children by hitting, shaking, throwing, poisoning, burning, biting, scalding, suffocating, drowning or otherwise causing harm. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child whom they are looking after e.g., Munchausen's Syndrome by proxy.

In sport may be when the nature and intensity of training or competition exceeds the capacity of the child's immature and growing body; where coaches encourage the use of drugs or harmful substances to enhance performance or delay puberty; if athletes are required to participate when injured; or when sanctions used by coaches imposed involve inflicting pain.

Neglect

This is when adults consistently or repeatedly fail to meet a child's basic physical and/or psychological needs which could result in the serious impairment of the child's health or development e.g., failure to provide adequate food, shelter and clothing; failing to protect a child from physical harm or danger; or the failure to ensure access to appropriate medical care or treatment. It may also include refusal to give love, affection, and attention.

In sport could include a coach or supervisor repeatedly failing to ensure children are safe, exposing them to undue cold, heat or extreme weather conditions without ensuring adequate clothing or hydration; exposing them to unnecessary risk of injury e.g. by ignoring safe practice guidelines, failing to ensure the use of safety equipment, or by requiring young people to participate when injured or unwell.



Sexual Abuse

This is where children and young people are abused by adults (both male and female) or other children who use them to meet their own sexual needs. This could include full sexual intercourse, masturbation, oral sex, anal intercourse, kissing and sexual fondling. Showing children pornographic material (books, videos, pictures) or taking pornographic images of them are also forms of sexual abuse.

Sexual abusers groom children, protective adults and clubs/organisations in order to create opportunities to abuse and reduce the likelihood of being reported.

In sport, coaching techniques which involve physical contact with children can create situations where sexual abuse can be disguised and may therefore go unnoticed. The power and authority of, or dependence on, the coach if misused, may also lead to abusive situations developing. Contacts made within sport and pursued e.g. through texts, Facebook or Twitter have been used to groom children for abuse.

Emotional Abuse

Emotional abuse is the persistent emotional ill-treatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

It may feature age or developmentally inappropriate expectations being imposed on children or even the over protection of a child. It may involve causing children to feel frightened or in danger by being constantly shouted at, threatened, or taunted which may make the child very nervous and withdrawn. Some level of emotional abuse is involved in all types of ill-treatment of a child.

In sport may occur if children are subjected to constant criticism, name-calling, sarcasm, bullying, racism, or pressure to perform to unrealistically high



expectations; or when their value or worth is dependent on sporting success or achievement.

Bullying is not easy to define can take many forms and is usually repeated over a period of time. The three main types are: physical (e.g., hitting, kicking), verbal (e.g., racist or homophobic remarks, threats, name calling), and emotional (e.g., isolating an individual from activities). They will all include:

- deliberate hostility and aggression towards the victim
- a victim who is weaker than the bully or bullies
- An outcome which is always painful and distressing for the victim.

Bullying behaviour may also include: —

- Other forms of violence.
- Sarcasm, spreading rumours, persistent teasing, or theft.
- Tormenting, ridiculing, humiliation.
- Racial taunts, graffiti, gestures.
- Unwanted physical contact or abusive or offensive comments of a sexual nature.

Emotional and verbal bullying is more likely to be found in found than physical violence, it is also difficult to cope with or prove. It is of paramount importance that all clubs develop their own antibullying policy to which all its members, coaches, players, staffing volunteers and parents subscribe to and accept.

- To establish an anti-bullying policy BIPHA National, BIPHA regions and clubs, must be prepared to:
 - take the problem seriously
 - investigate any incidents
 - talk to the bullies and victims separately
- Decide on appropriate action such as:
 - obtain an apology from the bully(ies) to the victim
 - inform parents of the bully(ies)
 - insist on the return of items borrowed or stolen
 - insist bullies compensate the victim
 - hold club or training session discussions about bullying
 - provide support for the coach of the victim



Indicators of Abuse

It is possible that even those experienced in working with children and young people may not always recognise a situation where abuse may be occurring or where it has already taken place. Most volunteers working with children and young people are not experts at such recognition. Any concern about the welfare of a child or young person should be reported as outlined on page 7 of this document.

Indications that a child or young person may be abused include:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- any injury for which the explanation seems inconsistent
- the child or young person describing what appears to be an abusive act involving him/her
- someone else; a child or adult, expressing concern about the welfare of another child or young person
- Unexplained changes in behaviour (e.g. becoming very quiet, withdrawn or displaying sudden outbursts of tears or temper).
- sexual awareness inappropriate to age
- engaging in sexually explicit behaviour in games
- being mistrustful of adults, particularly those with whom a close relationship would normally be expected
- having difficulty making friends
- being prevented from socialising with other children and young people
- variations in eating patterns including overeating or loss of appetite
- loss of weight for no apparent reason
- becoming increasingly dirty or unkempt

It must be clearly recognised that the above list is not exhaustive and the presence of one or more indicators is not proof that abuse is taking place. It is **NOT** the responsibility of those within BIPHA to decide if abuse is occurring, however if you are concerned about the welfare of child or young person **it is your responsibility to act!** Do not assume somebody else will or it may be too late.



Responding to suspicions and allegations

Child abuse can be and does occur outside the family setting. It is a difficult and a sensitive issue and child abuse may occur within the sport or within other settings connected with the sport such as social functions and so on. It is likely that abuse that takes place within a public setting is rarely a one-off event. It is crucial that those involved in Inline Hockey are aware of this possibility and that all allegations are treated seriously and that the appropriate action is taken.

Awareness of possible abuse can be highlighted in a variety of ways.

- It may be seen or suspected by indicators such as those listed previously
- It may be reported by someone else
- It may be reported by the young person directly

It is important to respond appropriately

- Stay Calm- so as not to worry or frighten the young person
- Reassure- they are not to blame and right to tell
- Listen- show you are taking the disclosure seriously
- Keep questions to a minimum- so that it is clear what has been said. DO NOT lead or suggest ideas or thoughts to the person making the disclosure. Use statements such as TELL..., EXPLAIN ..., DESCRIBE.....
- Inform – let the person know that you need to let others know to help keep them safe
- Safety of the child is paramount. If medical attention is needed call an ambulance, inform doctors of the concern and ensure they are aware that this is a child protection issue
- Record all the information with child's full name, date of birth and date and time of disclosure
- Report to club/regional/national safeguarding officer

If you are not sure what to do or cannot get hold of safeguarding officer, you should ring the NSPCC 24-hour helpline on 0800 800 500 or the police

What information should be recorded?

The record must contain the following information:

- The child's or young person's name address and date of birth.



- If possible child's home address and telephone number
- Whether the person making the report is expressing their concern or someone else's
- The nature of the allegations including date and time
- A description of any visible bruising or other injuries including indirect signs such as changes in behaviour
- The child's or young person's account in their own words if possible and how any bruising or other injuries occurred.
- If information of an alleged abuser has been given, record details
- Any observations that have been made by you or to you.
- Details of witnesses to the incidents
- Your knowledge of and relationship to the child or young person.
- Have the parents been contacted? If so, give details of what was said
- Has anyone else been consulted? If so, give details. If social services or police have been contacted include details of name and designation of the person to whom concerns were passed

Reporting the concern

BIPHA expects all its members and those involved with the association to discuss any concerns they may have regarding the safety and wellbeing of a child or young person **immediately** with the person in charge or with their relevant safeguarding/welfare officer and subsequently check procedures have been followed

If the relevant people are not available then advice should be sought from the NSPCC, the duty officer at your local social services department or the police. Telephone numbers should be found in your local directory.

The designated person should also inform the National Safeguarding Lead of BIPHA whose contact details are on the front page of the safeguarding policy

Confidentiality should be maintained at all times on a strictly need to know basis and relevant documents stored in a secure location in line with Data protection laws



A concern raised regarding an employee or volunteer will be investigated on one of three levels

- **Criminal** in which case the police are immediately involved
- **Child Protection** in which case social services and possibly the police will be involved
- **Disciplinary or misconduct** in which case BIPHA National Safeguarding lead and/or club/regional safeguarding officers will be involved

Guidance on procedures for safeguarding leads/welfare officers can be found in the additional documents.

Allegations of Historical Abuse

Allegations of abuse may be made some time after the event. Where such an allegation is made you should inform the BIPHA National Child Protection Officer. In such cases, BIPHA will, following appropriate consultation, take appropriate action. This action being due because other children or young people either within Hockey or outside may be at risk from this person.

Employment/Deployment of individuals

All volunteers, coaches, referees, managers, committee members, timekeepers and non-bench officials are required to undertake a DBS check and to agree to abide by relevant codes of conduct found in the additional documents.