

# SAFEGUARDING POLICY



The Barn Boxing & Fitness Ltd  
Unit B  
The Old Foundry  
Main Street  
Clanfield  
OX18 2SP

## FOREWORD

The Board of Directors is committed to ensuring that the appropriate safeguards and cultures are developed throughout our sport to ensure that young people flourish.

The welfare of Young Athletes is of paramount importance to The Barn Boxing & Fitness & England Boxing. The development of the sport relies on boxing being a safe, encouraging and enjoyable environment for children and young people.

Everyone within our sport is responsible for ensuring that the safeguarding of children is prioritised, so that every child or young athlete has the opportunity to train and box within a positive environment and fulfil their true potential.

All of The Barn Boxing & Fitness & England Boxing's coaching, officiating and team management courses cover the principles set out within this policy. This guarantees that the sport as a whole develops an understanding of the importance of safeguarding issues, and ensures that those at the heart of the sport are aware of the pathways of help and advice if a safeguarding concern is raised.

If a safeguarding concern is raised, qualified professionals within The Barn Boxing & Fitness act immediately to assess any concerns and when appropriate work closely statutory agencies and the police, to ensure children and young people are protected from harm. We have robust procedures in place to effectively deal with safeguarding concerns.

Safeguarding in sport is a developing and evolving area where today's 'best practice' is unlikely to remain unaffected by ongoing experience, debate, study and research. The promotion of better safeguarding practice is both good for the sport and the children that are drawn to it, by its challenges, variety and timeless appeal.

THE BOARD OF DIRECTORS THE BARN BOXING & FITNESS & ENGLAND BOXING

## OUR MESSAGE

The overriding objective of this policy is to ensure that the welfare of all children and young people involved in our sport is protected. All children and young people should be valued and treated with equality and fairness, regardless of their age, culture, disability, ability, gender, language, racial origin, religious belief or sexual identity. It is the responsibility of every adult involved in boxing to ensure that every child and young person is able to participate in the sport in a safe and friendly environment.

These overriding principles are achieved through;

## EDUCATION

The Barn Boxing & Fitness & England Boxing prides itself on educating its employees, athletes, coaches, officials, club officers, members and volunteers about the importance of safeguarding children. This policy has been made accessible to all through its online publication. England Boxing actively encourages Boxing Clubs to display copies of this policy and educate their members on its contents. Adherence to this policy and England Boxing's safeguarding procedures is mandatory for all staff, coaches, officials, club officers, members and volunteers within The Barn Boxing & Fitness.

## TRAINING AND DEVELOPMENT

England Boxing works hard to provide online courses and training for coaches, members and volunteers within our sport. The new safeguarding course developed by the Police Community Clubs is the latest addition to England Boxing's training program. All Coaches, Volunteers and Administrative Adults have undertaken this course and will continue to do so as per the England Boxing requirements.

## PREVENTION AND PRECAUTION

This policy seeks to assist those working with children in the boxing environment to identify areas of risks. The policy cannot cover all types of risks but outlines some of the key areas members, staff and volunteers should be aware of. In terms of identifying individuals who may pose a risk to children, England Boxing conducts rigorous checks through the Disclosure and Barring Services (DBS) the procedure for this is set out in England Boxing's Safeguarding Procedures, which are available on their website. As members of England Boxing, all Coaches & Volunteers who come into contact with children at The Barn Boxing Club are subject to this process.

## RECOGNISE AND REFER

It is vital that everyone working with children and young people throughout The Barn Boxing & Fitness knows how to recognise the safeguarding issues and when there is evidence of a breach of this policy in respect of a child. The first and immediate step to take is to refer the matter to your club, divisional or regional welfare officer.

## SAFEGUARDING PRINCIPLES

**NEEDS OF THE CHILD:** Every child is unique and child and young persons boxing experience should be tailored to their individual need

**INTEGRITY OF RELATIONSHIPS:** Children should be treated with integrity and respect. The relationship between carer and child athlete must at all times be one of openness and respect.

**PRESERVING CHILDHOOD:** The importance of preserving childhood should be understood and embraced at all levels within boxing.

## **SPORTSMANSHIP**

Boxing for children and young people should be conducted in a safe, positive and encouraging atmosphere. Children and young people should be taught the principle of sportsmanship.

## **FAIR PLAY**

This incorporates not only playing within the rules of the sport but also encompasses the concepts of friendship, respect for others and always playing within the right spirit.

## **RECOGNISING RISK**

It is not possible to identify all risks to children and young people within the Boxing environment, however below is a non exhaustive list of issues which The Barn Boxing & Fitness & England Boxing is concerned to identify and eradicate;

## **BULLYING**

Bullying can be physical, emotional or verbal. It can take place anywhere and may involve a child bullying another child or an adult displaying bullying behaviours.

Bullying can cause considerable stress to children and young people, in some cases affecting their health and development. Bullying in boxing may consist athletes being pushed too hard by their coaches or parents, a child being intimidated or discriminated by others, physical abuse or threats or bullying via social media. For further information on bullying or what to do if an issue arises please make reference to the Safeguarding Policies and Procedures section of the The Barn Boxing & Fitness & England Boxing website.

## **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 young person. In boxing this can take many forms including too frequent, hard competitive sparring, endurance or stamina training; such as over-long runs, or distance runs 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's natural capacity, or with a frequency that is inappropriate for their age and physical development.

## **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.

## **MISMATCHING OPPONENTS**

Guidance within the rules for the matching of children and young 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. Guidance for matching can be found in the The Barn Boxing & Fitness & England Boxing Club Boxing Guidelines, which are available on the website.

## **PLACING UNREALISTIC EXPECTATIONS OF SUCCESS ON A CHILD OR YOUNG PERSON**

Each child or young 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 young person should be set.

## **CHILDREN WITH DISABILITIES**

Studies suggest children 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.

## **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 young person. Sexual abuse arises wherever an adult uses a child for sexual gratification however it is done.

This is where a child or young 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 young person for sexual gratification.

## **PHYSICAL ABUSE**

It is never acceptable to physically assault a child or young person. Certain forms of physical contact such as restraint might be justified for the child's safety. Physical contact for the purpose of coaching and instruction is obviously permissible but care needs to be taken.

Physical occurs where someone physically hurts or injures a child or young person. This can occur in a number of ways including hitting, shaking, throwing, burning, biting and giving alcohol, drugs or poisons.

## **DRUGS AND DOPING**

Exposure of a child or young person to drug taking or doping is a serious abuse of a child or young person and a significant Safeguarding 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 young person comes into contact with 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 young people at risk.

## VIDEO AND FILM

The filming of children must be controlled and only carried out for a proper purpose and with the correct authority – in boxing authority is granted by those who issue tournament permits. Such activity should never be carried out within changing rooms, even under permit. For more information, see the parental consent form for photography, which is available on the The Barn Boxing & Fitness & England Boxing website.

All professional photographers must be correctly registered with EB and be in possession of a current The Barn Boxing & Fitness & England Boxing Photographic License – at a tournament it is the Official in Charge's responsibility to ensure this clause is adhered to.

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

## 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 young person's welfare and not to neglect the child even if there are competing pressures on the supervising adult's time and attention.

In 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.

This occurs where an adult fails to meet a child's basic physical and / or psychological needs. This could include failure to dress a child properly, or to provide adequate food or shelter.

The over-riding principle is that any behaviour that threatens the welfare of a child or young person is prohibited and requires reporting and possible action. The participation of children and young people in the sport of boxing should be enjoyable and safe. Any behaviour that affects these goals amounts to a safeguarding issue.

As well as identifying and eliminating safeguarding threats arising from a child's participation in the sport, 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:

The Barn Boxing & Fitness & England Boxing have produced the following best practice guides which can be located on the Policies and Procedures section of the England Boxing website:

- Club Changing Room
- Transporting Children or Young Persons
- Photography and Video
- Managing Challenging Behaviour
- Bullying

## CP MANAGEMENT STRUCTURE

The NCM has overall responsibility for safeguarding and equity issues within England Boxing.

## **REGIONAL WELFARE OFFICERS**

Regional Welfare Officers have responsibility for welfare issues within their region or division. All reports of Safeguarding concerns and / or poor practice recorded by divisional and club welfare officers on the England Boxing safeguarding referral form (which can be found on the Child protection and safeguarding section of the England Boxing website) should be forwarded through the regional welfare officer to the NCM

## **DIVISIONAL WELFARE OFFICERS**

Divisional Welfare Officers report to their respective divisional council and regional welfare officer. Their primary role will be to ensure that all clubs within their division have club welfare officers who are appropriately trained and to act as advisors to all such clubs and the divisional council. They will also report to and act as a conduit for, their respective regional welfare officer.

## **CLUB WELFARE OFFICERS (CWO)**

All clubs shall be deemed to have accepted the Safeguarding Policy document when registering annually with England Boxing. All clubs are expected to appoint a club welfare officer (CWO), who shall be responsible for the implementation, recording and monitoring of Safeguarding and welfare matters within their club and shall be an appointed officer of the committee.

The role of the CWO is to assist with the safeguarding and protecting of children, young persons and vulnerable adults in boxing. Implementing the England Boxing Safeguarding Policies and Procedures within their club.

\*For further information on the roles and responsibility of the above managers and Officer please refer to the Role description on England Boxing's website.

## **RESPONDING TO CONCERNS ABOUT A CHILD**

If you have a safeguarding concern about a child or young athlete, if it concerns a Barn Boxing & Fitness member, or takes place in the boxing environment, the concern must be reported immediately to an The Barn Boxing & Fitness recognised welfare officer. In certain cases, where the concern is grave, you may consider contacting the police or the NSPCC.

While it is not the responsibility of The Barn Boxing & Fitness staff or volunteers to decide whether or not abuse has taken place, it is their responsibility to pass on concerns to the appropriate authorities who will make this decision.

## **DISCLOSURES MADE BY A CHILD**

Occasionally a child may disclose abuse themselves directly to an adult they trust. Where this does happen the following should be considered:

- 1) Do not pre-judge what you are told and never say that you do not believe what the child or young person says.
- 2) Tell the child or young person that telling you is the correct thing to do.

- 3) Tell the child or young person that they are not to blame.
- 4) Do not under any circumstance continue to question the child or young person beyond confirming what they have said.
- 5) 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.
- 6) Do not take action against anyone mentioned in such disclosures and never against an alleged perpetrator.
- 7) Take the child's name, date of birth and address.
- 8) If appropriate, take details of bruising or other injuries.
- 9) In cases of immediate danger or threat, the emergency services should be called. Consideration should also be give as to whether the NCPCC should be called.
- 10) In normal circumstances the referral to an outside agency will be carried out by the NCM however, in cases of emergency and in liaison with either the divisional / regional welfare officer and/or the NCM, the club welfare officer must contact the relevant agency (police/children's social care services, etc.) This action should be treated as 'immediate'.
- 11) In all circumstances for avoidance of doubt guidance should always be sought from the divisional / regional welfare officer and/or the NCM.

## PROCESS FLOWCHART

- a) Issue occurs
- b) Consideration of the issue
  - i) Immediate danger or 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 EB safeguarding referral form is then to be completed by the club welfare
  - ii) Non immediate danger cases Where there is any case of difficulty or doubt, refer immediately to the National Compliance Manager or regional welfare officer. CWO should make the appropriate referral or be informed that the appropriate referral has been made (The template form can be found in the safeguarding and safeguarding section of the England Boxing website). A copy of the referral form must be sent to the National Compliance Manager within 24 hours.
- c) Informing the parents should be an early consideration unless in anyway it would be 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).
- d) All referral forms are to be sent to the National Compliance Manager. This may be via the divisional/regional welfare officer according to local practice but must be done within 24 hours and with no delay. The NCM will liaise with the regional welfare officer as appropriate.
- e) Confidentiality - Every effort should be made to ensure that confidentiality is maintained with information shared on a 'need-to-know basis' only.

## WHISTLE BLOWING

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 as a member of staff, a coach or other volunteer, you become aware that a member of staff, a coach or other volunteer has or may abuse a child/children, you MUST inform an appropriate person, in confidence if necessary. That person could be a club, divisional or regional welfare officer or the National Compliance Manager.

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

In urgent and serious case 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.

## **CONFIDENTIALITY AND INFORMATION SHARING**

Confidentiality should be paramount when dealing with safeguarding matters. Every effort will be made to ensure that confidentiality is maintained for all concerned. 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 The Barn Boxing & Fitness & England Boxing. Such information should be handled in a professional, sensitive and respectful way.

Disclosure of information should be on a 'need to know' basis and 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 NCM and/or the divisional or regional welfare officer should be consulted in the first instance.

Anonymous complaints while notoriously difficult to deal 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 NCM 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.

## **USEFUL CONTACT INFORMATION**

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

ENGLAND BOXING: National Compliance Manager – Gordon Valentine 07590 600001 See EB website for details of Regional Welfare Officer.

NSPCC Helpline 0808 800 5000

NSPCC CPSU [www.thecpsu.org.uk](http://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.

Sports coach UK (for information on local courses including Safeguarding )

sports coach UK, Chelsea Close, off Amberley Road, Armley, Leeds LS12 4HP Tel: 0113 274 4802  
[www.sportscoachuk.org](http://www.sportscoachuk.org)

Disclosure and Barring Service

DBS customer services PO Box 3961 Wootton Bassett  
SN4 4HF

03000 200 190

[www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service)

Childline

Studd Street, London N1 0QV Tel: 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

Data Protection [www.legislation.gov.uk](http://www.legislation.gov.uk)

## **IF YOU ARE NOT SURE WHAT TO DO**

Advice can be obtained by telephoning the NSPCC helpline on: 0800 800500 or Contact England  
Boxing on 0114 2235654