

NSPCC



**Child Protection
in Sport Unit**

Club Welfare Officer briefing

Liza Ware

NSPCC Child Protection in Sport Unit)

3rd March 2022



Ground rules

- everyone to contribute to a level they feel comfortable with
- we all have a valid contribution
- respect each other – challenge the statement not the person
- please ask questions
- avoid distractions
- turn your microphone off unless you are sharing



Taking care of yourself

If you are personally affected or concerned by any of the issues raised by this course, you may find these contact details helpful:

- **NSPCC helpline**

(free helpline for adults needing personal advice and support or worried about a child)

0808 800 5000 | help@nspcc.org.uk | [nspcc.org.uk](https://www.nspcc.org.uk)

- **NSPCC whistleblowing advice line**

(support for professionals who are worried about children in the workplace)

0800 028 0285

- **Childline**

(24/7 service for children and young people)

0800 1111 | [childline.org.uk](https://www.childline.org.uk) |

- **National Association for People Abused in Childhood (NAPAC)**

0808 801 0331 Monday to Friday 10am to 9pm (closes 6pm on Friday)

POWER OF SPORT

*"Sport can have a very powerful and positive influence on people – especially children- and should provide opportunities for both enjoyment and achievement. Through sport, children can develop valuable qualities, such as leadership, confidence and self-esteem".
UK Coaching*

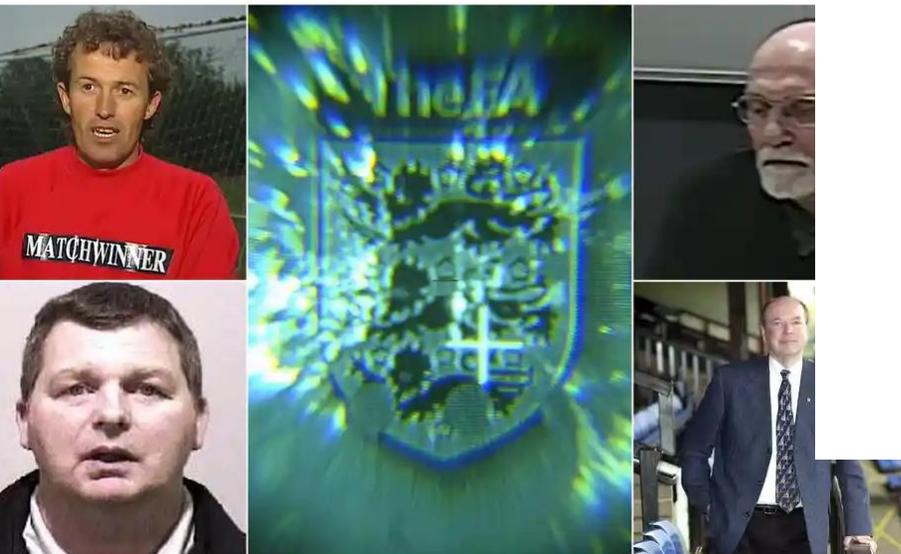
"Sport has the power to change the world. It has the power to inspire in a way that little else does. It speaks to youth in a language they understand. Sport can create hope, where there was despair."



Football

Key figures and findings in football sexual abuse report

The findings of Clive Sheldon QC regarding the FA and eight coaches including Barry Bennell and Bob Higgins



Clockwise from top left: Barry Bennell, the FA, Bob Higgins, Kit Carson and George Ormond.

Independent Review into Child Sexual Abuse in Football 1970-2005

Clive Sheldon QC

FOOTBALL'S DARKEST SECRET



David Lean
105.2K Tweets

Richard Scorer @Richard_Scorer · Jan 5
Victim of Barry Bennell secures payout from ex-owners of Butlins resort. Coverage of case brought by @DavidLeanLeano, represented by my colleague @Kim_LHarrison

Justice for David who is an outstanding & brave campaigner for survivors



dailymail.co.uk
Victim of paedophile coach Barry Bennell, 67, secures £1.2m payout from ex-owners of Butlins resort. David Lean (pictured), 53, was groomed by paedophile coach Barry Bennell, 67, when he visited a Butlins Holiday

12 replies 52 retweets 124 likes



LAWN TENNIS ASSOCIATION INDEPENDENT REVIEW REPORT OF THE REVIEW PART 1

January 2019

UK Athletics Safeguarding Review

Published: 03/08/2020 | News

An independent safeguarding review, led by Christopher Quinlan QC has been published by the UKA. Announced first in December 2019 and launched in March 2020, the review was commissioned by UKA, in collaboration with the Home County Athletic Federations to evaluate existing safeguarding provisions in UK athletics.

The Executive Summary and Recommendations of the independent QC led review has been welcomed by the head of UKA, Joanna Coates, who called for a "more robust system" that should make it easier to "identify and remove" those who pose a threat to the welfare of others.



The Whyte Review with Anne Whyte QC

Nowhere to Run: Abused by our Coach



Olympic medallist Nile Wilson has criticised a "culture of abuse" in British gymnastics, saying athletes are "treated like pieces of meat".





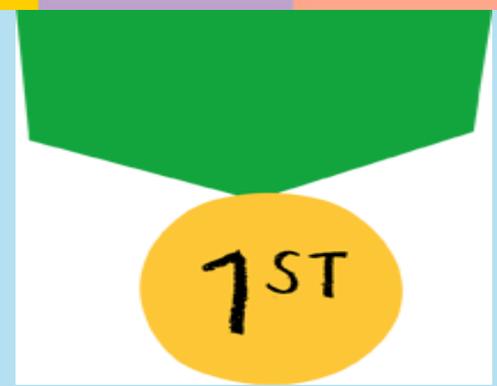
Standard Safeguarding Practice

- The welfare of the children is paramount
- Robust safeguarding policy and procedures
- Codes of Conduct
- Role modelling best practice
- Child/athlete centred
- Loco parentis
- Basic training and CPD



Purpose of safeguarding planning

- To ensure that all participants are provided with a **safe, enjoyable sporting experience**
- **Roles and responsibilities** clarify who is responsible
- All **concerns/incidents** related to welfare /protection are **responded to** and logged
- Ensure that all staff/volunteers are properly **skilled/qualified** and **trained** to fulfil their responsibilities
- Ensure that all staff/ volunteers are appropriately **recruited, selected and vetted**



What is Safeguarding?

Safeguarding includes taking steps to promote an individual's general wellbeing by addressing:

Abuse and serious harm
(prevention and responding to incidents)

Wider welfare issues and concerns

Poor practice, lower level concerns
(prevention and responding to incidents)

What concerns might look like

Categorisation of the various forms of violence that threaten child athletes

Individual	Relational	Organisational
<ul style="list-style-type: none">• injury• depression• self-harm• eating disorders• disordered eating	<ul style="list-style-type: none">• sexual harassment• sexual abuse• physical abuse• forced physical exertion• emotional abuse• virtual maltreatment• neglect• bullying• doping	<ul style="list-style-type: none">• abuse from spectators• discrimination• cultures which normalise abuse• unhealthy training programmes• hazing• medical mismanagement• systematic doping• age cheating

Poor practice and inappropriate behaviour

Behaviour which:

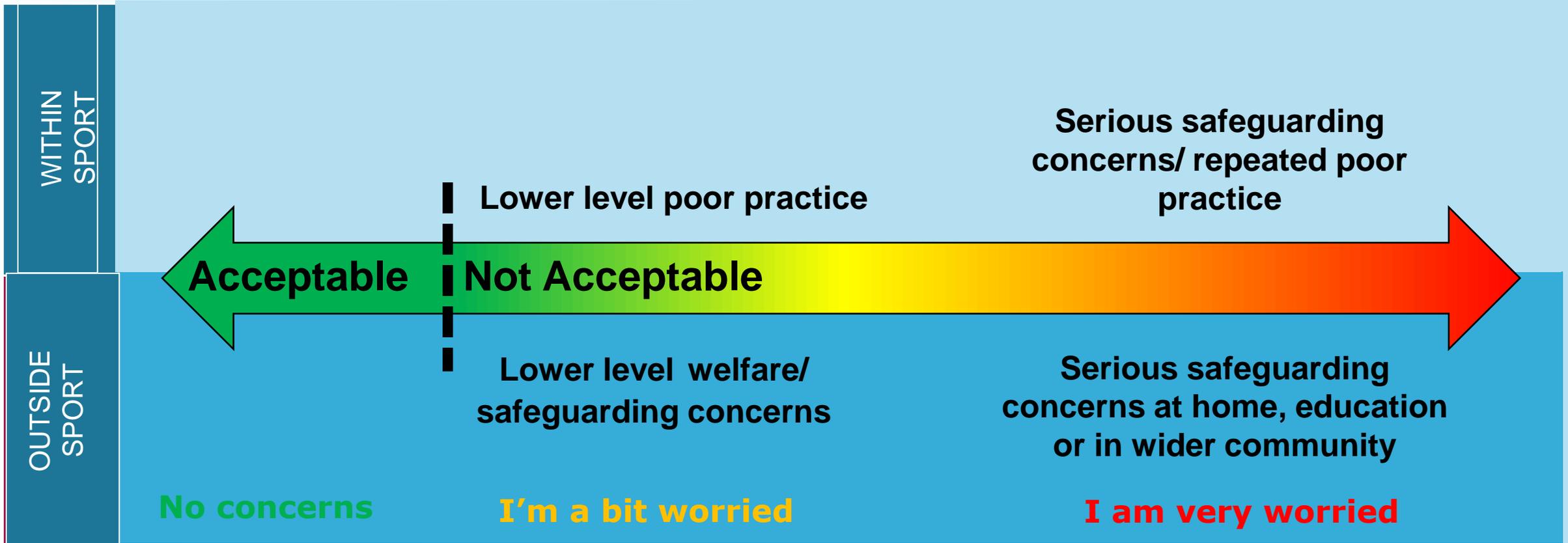
- does not meet the organisations Code of Conduct/Ethics.
- falls below the required professional standards.
- fails to deliver the expected standards of care to an individual someone is responsible for.
- may not be serious enough on it's own to be classed a safeguarding concern.



Can include: behaviour outside of the sport which may bring cause for concern about a role or responsibilities within the sport.

Report all poor practice and inappropriate behaviour!

Safeguarding Continuum



Where concerns might arise

- Low level welfare concerns (e.g. home sickness, accommodation issues)
- Poor practice (breach of Code of conduct)
- Potential abuse – taking place in the real world and online – inside and outside of sport
- Major incidents
- May involve reports from or about: athletes, coaches, staff and volunteers, venue staff, security, parents/carers, spectators, public)
- May relate to information from other organisations and agencies e.g. DBS, LADO, Police etc

CWO Role

- To provide **information and advice** on safeguarding children
- To promote the safeguarding **policies**
- **Receive information** from staff, volunteers, young people or parents who have a safeguarding, welfare or child protection concerns and to **record** it in line with NGB policy
- **Assess the information promptly and carefully**, clarifying or obtaining more information about the matter as appropriate.
- **Report** any referrals or concerns to the **LSO** as soon as possible in line with NGB procedures.
- Ensure that appropriate information is available at the time of referral and that the referral is **confirmed in writing**, follow NGB Data Protection process, using NGB referral/incident form.

Knowledge

- Legislation and government guidance.
- Role and responsibilities of statutory agencies
- Statutory processes around children deemed in Need or in need of protection
- Thresholds of 'poor practice' and 'abusive' behaviour
- Own organisation's role and responsibilities.

Skills

- Athlete/child centred approach
- Administration and systems (records) management
- Ability to reflect upon, promote and demonstrate anti-discriminatory practice
- Provide advice and support to all levels within the organisation

Skills continued

- Communication skills
- Ability to develop and produce national level guidance and resources
- Influencing skills and ability to work with conflict and with emotionally distressing matters.
- Ability to deliver core training through different levels within the organisation?

The impact of culture

The **visible** organisational culture – vision, strategy, shared values, structures, policy and procedure



The **invisible** organisational culture or the way things really operate

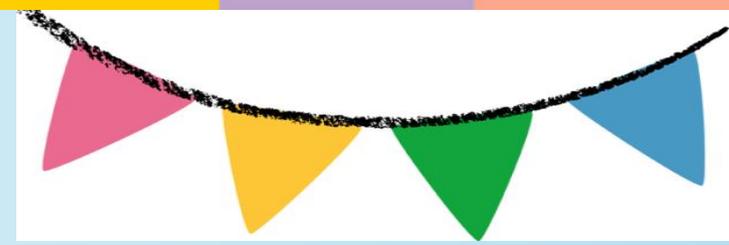


Beliefs, perceptions, tradition , norms , unwritten rules, values, stories, personalities

Safe culture – preventative safeguards

- How can you create a safer culture?
- How do you know what's safe?
- How do you recognise safeguarding excellence?
- What has been done towards establishing a safer culture?

Safeguarding culture



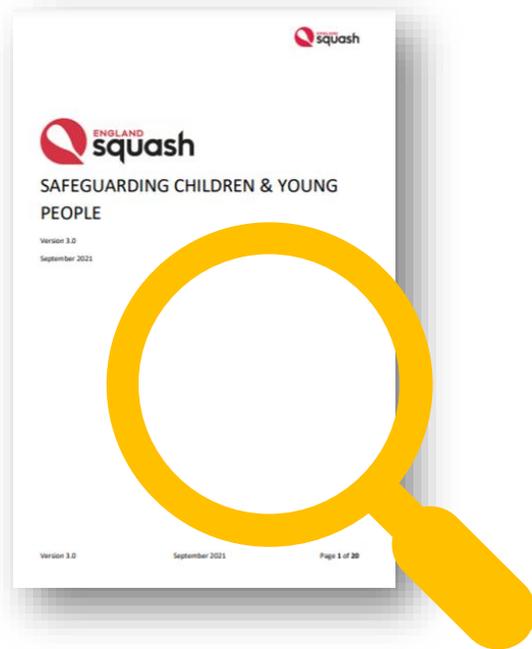
- Athlete voice
- Policies, procedures and best practice guidance
- Welfare leads
- Case management group
- Reporting system
- Staff training and CPD
- Codes of Conduct
- Complaints and disciplinary processes
- Recording process
- Comms for all stakeholders
- Safe recruitment arrangements
- Information sharing
- Third party arrangements

Benefits of a safer culture

- ✓ Participants are protected from harm
- ✓ Allegations are dealt with effectively
- ✓ Open and supportive culture promotes the safety and wellbeing of everyone
- ✓ Everyone is clear about roles and responsibilities
- ✓ Staff and volunteers are protected from misplaced allegations
- ✓ Welfare is a priority

Your organisation has a statutory responsibility to promote the welfare of children and adults at risk and protect them from harm.

Reporting a concern



Recognise

You observe some poor practice, notice a problem or abuse, have a welfare concern or a child tells you something worrying

Respond

Reassure the individual, tell them what you will need to do next

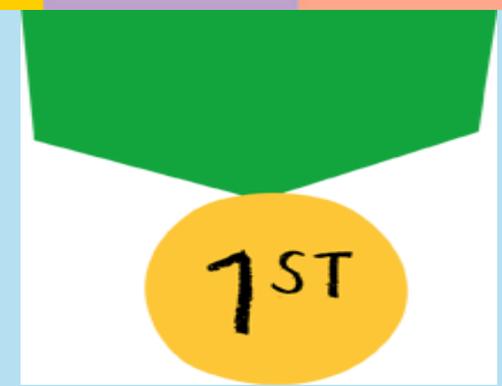
Refer

Make contact with the sport specific safeguarding lead or the central safeguarding team

Record

Who, what, where, when- use the appropriate reporting form to record the information

T.E.D



TELL

'Tell me more about that'

EXPLAIN

'Explain what you mean by that?'

DESCRIBE

'Describe what happened'

Reminder of your Responsibility



- It is **not** your responsibility to decide whether or not a person is being abused, but it is your responsibility to **act if you have any concerns.**
- It is not your responsibility to undertake investigations, but you would be expected to **clarify information and report any concerns**

Doing nothing is not an option!

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Contact details

CPSU

NSPCC, 3 Gilmour Close
Beaumont Leys
Leicester
LE4 1EZ

0116 366 5580

cpsu@nspcc.org

cpsu.org.uk

Liza.Ware@NSPCC.org.uk

NSPCC



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Thank you
Any questions?