

Safeguarding

Children and Young People Policy and Procedures

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Policy Owner: England Squash
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England Squash

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Section 1: Safeguarding Children and Young People Policy

Introduction

England Squash is committed to creating and maintaining a safe and positive environment and accepts our responsibility to safeguard the welfare of all children and young people involved in Squash in accordance with the Children's Act 1989/2004. England Squash believe the welfare of children and young people is paramount within our sport.

This policy refers to Working Together 2023, complying with duty outlined.

Working together to safeguard children 2023: statutory guidance (publishing.service.gov.uk)

Anyone under the age of 18 will be considered a child or young person.

Our values

Our values flow through everything that we do. They define who we are, what we stand for and set the expectations of those we work with and those who partner with us. They have been defined by our employees and are integral to our journey.



Connecting: we will support and grow the game to encourage and engage with everyone; irrespective of social background, ethnicity, race, sexuality, ability or gender.

Driving: we will always seek to inspire and be inspired by the game whilst ensuring that we focus all our efforts on delivering our current strategy.

Adventurous: we will constantly push ourselves to provide creative solutions to our challenges - building on all available insight.

England Squash is committed to Safeguarding Children and Young People in line with national legislation and relevant national and local guidelines.

We will safeguard children and young people by ensuring that our activities are delivered in a way which keeps all children and young people safe.



England Squash is committed to creating a culture of zero-tolerance of harm to children and young people which necessitates: the recognition of children and young people who may be at risk and the circumstances which may increase risk; knowing how

abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns. England Squash encourages the reporting of lower level concerns to Club Welfare Officers in order to identify where early interventions can be put in place to help prevent escalation of concerns (See Appendix 5).

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the child or young person's own home and in any care setting.

England Squash is committed to best safeguarding practice and to uphold the rights of all children and young people to live a life free from harm from abuse, exploitation and neglect.

Policy Statement

In accordance with the Equality Act, 2010, England Squash believes everyone has the right to live free from abuse or neglect and has the right to be protected from poor practice and to have the opportunity to participate in activities in an enjoyable and safe environment, regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

England Squash is committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

England Squash acknowledges that safeguarding is everybody's responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all children and young people involved. We all have a shared responsibility to ensure the safety and well-being of all children and young people and will act appropriately and report concerns whether these concerns arise within England Squash or in the wider community.

England Squash recognises that health, well-being, ability, disability and need for care and support can affect a person's resilience. We recognise that some children and young people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives. A child or young person with additional needs may or may not identify themselves or be identified by others as having additional needs. Some of these children or young people may have been identified as needing additional support and others may have not been; some of these children may receive additional support in other environments. England Squash will seek to ensure that our sport is inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.

Actions taken by England Squash will be consistent with the principles of Child Safeguarding ensuring that any action taken is timely, proportionate and that it includes and respects the voice of the child or young person concerned wherever possible.



Purpose

We maintain a professional attitude of 'it could happen here' where safeguarding is concerned. When concerns about the welfare of a child arise, all members/volunteers will always act in the best interests of the child.

The purpose of this policy is to demonstrate the commitment of England Squash to safeguarding children and young people and to ensure that everyone involved in Squash is aware of:

- The legislation, policy and procedures for safeguarding children and young people.
- Their role and responsibility for safeguarding children and young people.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of a child or young person within or connected to the organisation.

Scope

This Safeguarding Children and Young People policy and associated procedures apply to all individuals involved in England Squash including Board members, Staff, Coaches, Officials, Volunteers and Members and to all concerns about the safety of children and young people whilst taking part in our organisation, its activities and in the wider community.

We expect our partner organisations, including for example, affiliated clubs, event hosts, suppliers and sponsors to adopt and demonstrate their commitment to the principles and practice as set out in this Safeguarding Children and Young People Policy and associated procedures. This policy will be readily shared with all those it concerns.

Commitments

In order to implement this policy, England Squash will ensure that:

- Everyone involved with England Squash is aware of the safeguarding children and young people procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of a child or young person. This will be achieved through compulsory training carried out by relevant staff, officials, members and volunteers and through regular communication with key stakeholders.

- Any concern that an adult is not suitable to work with children (paid or volunteer) is taken seriously, responded to promptly, and followed up in line with England Squash

Safeguarding Children and Young People Policy and Procedures.

- The well-being of those at risk of harm will be put first and the child or young person actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to (see Responding to Safeguarding Concerns).

- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.

- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures as well as being uploaded to the Globocol Case Management System.

- England Squash acts in accordance with best practice advice, for example, from UK Sport, Sport England, CPSU, NSPCC, Ann Craft Trust, LimeCulture and Sports Resolutions as well as any other recognised safeguarding organisation that might be relevant to particular concerns.

- England Squash will cooperate with the Police and the relevant Local Authorities in taking action to safeguard children and young people.

- All Board members, staff, officials, coaches and volunteers understand their role and responsibility for safeguarding children and young people and have completed and are up to date with safeguarding training and learning opportunities appropriate for their role.

- England Squash uses safe recruitment practices and continually assesses the suitability of coaches, officials, staff, volunteers and members to prevent the employment/deployment of unsuitable individuals in this organisation and within the sporting community.

- England Squash shares information about anyone found to be a risk to children and young people with the appropriate bodies. For example: Disclosure and Barring Service, Police, Local Authority/Social Care. England Squash reserves the right to risk assess and/or suspend membership of anyone found to be a risk to children or young people.

- When planning or authorising activities and events England Squash includes an assessment of, and risk to, the safety of all children and young people in order to keep them free from abuse and neglect and designates a person who will be in attendance as a safeguarding lead for that event.

- Actions taken under this policy are reviewed by the Board and senior management team on an annual basis.

- This policy, related policies (see below) and the Safeguarding Children and Young People Procedures are reviewed no less than on a two yearly basis and whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board, UK Sport, Sport England or as a result of any other significant change or event.

Implementation

England Squash is committed to developing and maintaining its capability to implement this policy and the associated procedures. In order to do so, the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all children and young people.
- Access to relevant legal and professional advice from agencies such as Sports Resolutions, The NSPCC and CPSU. We also commit to liaising with the Police, Local Area Designated Officers and Child Safeguarding Partnerships well as any other regulatory and professional bodies.
- Regular management reports to the Board detailing how risks to child and young person safeguarding are being addressed and how any reports have been addressed.
- Safeguarding children and young people procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.
- A Safeguarding Manager
- Ensuring a named Safeguarding Lead/Welfare Officer is in place for events/trips/camps/ competitions.
- A process for forming a Case Management Group on a case by case basis with clear terms of reference.
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of children and young people, including arrangements for sharing information.
- Codes of Conduct for Board members, Staff, Coaches, Officials, Volunteers and Members and other relevant individuals that specify zero tolerance of abuse in any form.
- Risk assessments that specifically include safeguarding of children and young people.
- Policies and procedures that address the following areas and which are consistent with this Safeguarding Children and Young People policy.

✓ Safeguarding Adults	✓ Discipline and Grievance
✓ Bullying and harassment	✓ Concerns, Complaints and Compliments
✓ Safe activities risk assessments and consent forms	✓ Whistleblowing
✓ Social Media	✓ Safe recruitment and selection (staff and volunteers)
✓ Equality, diversity and Inclusion	✓ Photography and Videography
✓ Codes of Conduct	✓ Information Policy, Data Protection and Information Sharing

Section 2: Supporting Information

Further Guidance



Positions of Trust:

- A person aged 18 or older who holds a position of authority or responsibility over a child is in a position of trust.
- Positions of trust are not defined by a qualification or job title, but by reference to the activity which the adult is carrying out in relation to the child, namely, coaching, teaching, training, supervising or instructing (including as a volunteer) on a regular basis.
- Participants who are in a position of trust must be aware of the power imbalance they hold over children and young people and not use this for personal advantage or gratification.
- In June 2022, the Sexual Offences Act 2003 was changed to extend the abuse of position of trust offences to include where an adult is coaching, teaching, training, supervising or instructing a child under 18 years old within sport or religious settings.
- This means that under the Sexual Offences Act 2003, in England and Wales it is a criminal offence for a person in a position of trust to have a sexual or intimate relationship with a child under 18 years old, even if the relationship is deemed consensual.
- This means that any sexual activity (including online activity) between someone in a position of trust and a child under 18 years old will be formally reported as it may be a criminal offence.

Types of Abuse:

There are four main types of child abuse:

Sexual **Physical** **Emotional** **Neglect**

Detailed descriptions of these types of abuse, along with other forms of harm, can be found in Appendix 4.

Increased Vulnerability:

Vulnerability is a changeable and contextual state but may include children and young people with a physical disability or condition such as learning difficulties or mental health conditions such as severe anxiety or depression. Children in these groups may:

- Have smaller network of friends and peer group to support and protect
- Require intimate/physical and or invasive medical care required which can allow abuse to be hidden

- Have communication difficulties
- Be less able to resist inappropriate or abusive behaviour, either verbally or physically
- Be dependent on the abuser for a service or basic need
- Have medical conditions that are used to explain injuries

Personal circumstances away from squash or sport such as domestic violence, poverty, substance abuse, homelessness and social exclusion may also have an impact on vulnerability. In addition, children and young people from groups such as LGBTQ+ and/or Black, Asian and Other Minority Ethnic groups or with other protected characteristics can:

- Be subjected to bullying, emotional abuse and physical abuse due to their sexual orientation or gender identity
- Experience racism and racist attitudes
- Engage in cultural practices, which are classed as abuse within the UK (e.g., honour based violence, female genital mutilation)
- Be afraid of further abuse or racist abuse if they challenge others
- Be using or learning English as a second language and therefore find it more difficult to communicate

Elite young players may also be more vulnerable to abuse because they may:

- Have increased dependency on coaching and other support staff for funding, selection and progression
- Be segregated from protective factors such as their family and peer groups
- Feel less able to report concerning behaviour due to a fear of impacting their sporting development
- Be exposed to unhealthy cultures and competitive performance ideologies, where inappropriate practices may be accepted or even encouraged under the belief they deliver success
- Be subjected to intense training and pressure to play/succeed even when injured and achieve unrealistic image, body and weight expectations



Signs and Indicators of Abuse and Neglect

A child or young person may confide to a member of staff, coach, volunteer or another participant that they are experiencing abuse inside or outside of the organisation's setting. Similarly, others may suspect that this is the case.

There are many signs and indicators that may suggest someone is being abused or neglected. There may be other explanations, but they should not be ignored. The signs and symptoms include but are not limited to:

- Walking to and from the activity alone or in the dark (young children)
- Not having appropriate safety equipment for the sport
- Having clothing that is dirty or inadequate (e.g. not having warm kit in the winter)
- Seeming hungry, not having food at training, no packed lunch etc
- Consistently paying fees late or not paying at all
- Unexplained bruises or injuries – or lack of medical attention when an injury is present
- Someone losing or gaining weight
- A change in the behaviour or confidence of a person. For example, a participant may be looking quiet and withdrawn when their brother comes to collect them from sessions in contrast to their mum whom they greet with a smile.
- Person is not attending / no longer enjoying their sessions. You may notice that a participant in a team has been missing from practice sessions and is not responding to reminders from team members or coaches.
- Self-harm
- A fear of a particular group of people or individual.
- A parent/carer always speaks for the child or young person and doesn't allow them to make their own choices
- They may tell you or another person they are being abused – i.e. a disclosure
- Becoming uncharacteristically aggressive
- Knowledge of adult issues inappropriate for their age

Wellbeing Principle

The success of sport, in terms of helping people achieve their potential, making the most of existing talent, and attracting new people to sport relies on putting people – their safety, wellbeing and welfare – at the centre of what sport does. **Duty of Care in Sport Independent Report to Government Baroness Tanni Grey-Thompson DBE, DL.**

The concept of 'well-being' is threaded throughout UK legislation and is part of the Law about how health and social care is provided. Our well-being includes our mental and physical health, our relationships, our connection with our communities and our contribution to society.

Being able to live free from abuse and neglect is a key element of well-being.

The legislation recognises that statutory agencies have sometimes acted disproportionately in the past. For example, removing a child or young person from their own home when there were other ways of preventing harm. In the words of Justice Mumby '*What good is it making someone safe when we merely make them miserable?*' What Price Dignity? (2010)

For that reason any actions taken to safeguard a child or young person must take their whole well-being into account and be proportionate to the risk of harm.



Section 3: Procedures - Responding to Safeguarding Concerns

Responding to a Safeguarding Concern

If you become aware of a safeguarding concern you must follow the 'Dealing with Concerns or a Disclosure' flowchart (See Appendix 1). If it is safe to do so, you should speak with the child or young person involved to help ensure their views and wishes are known and they are aware of what you need to do.

You may become aware that abuse or poor practice is taking place, suspect abuse or poor practice may be occurring or be told about something that may be abuse or poor practice and you must report this to the Club Welfare Officer, County Welfare Officer or England Squash Safeguarding Manager, or, if the Club Welfare Officer, County Welfare Officer or England Squash Safeguarding Manager is implicated then report to the England Squash CEO. If you are at a competition, tournament or international event and have a concern then speak to the event Safeguarding Officer, coach or a team official. If you are concerned someone is in immediate danger, contact the police straight away.

If you are unsure as to whether to report a concern, you can speak to your Club or County Welfare Officer or the England Squash Safeguarding Manager for advice and support. It is always vital to seek help and advice and not ignore a safeguarding concern.

Responding to a Concern or Worry

If a child or young person talks to you about their concerns or worries:

- Listen carefully and calmly to what is said.
- Reassure them that they have done the right thing and what they have told you is very important.
- Only ask questions if you need to clarify what the person is telling you. Stick to the 'who, what, where and when'.
- Ask them what they would like to happen next but also be clear about any actions you have to take and would like to take. Ensure they understand that you can't keep things a secret.
- Let them know that you will need to speak to the Club or County Welfare Officer, Event Safeguarding Officer or England Squash Safeguarding Manager to ensure actions are taken to try to keep them safe. If you intend to speak to the police or social care, you should let them know this too.
- Ask for their consent for the information to be shared.

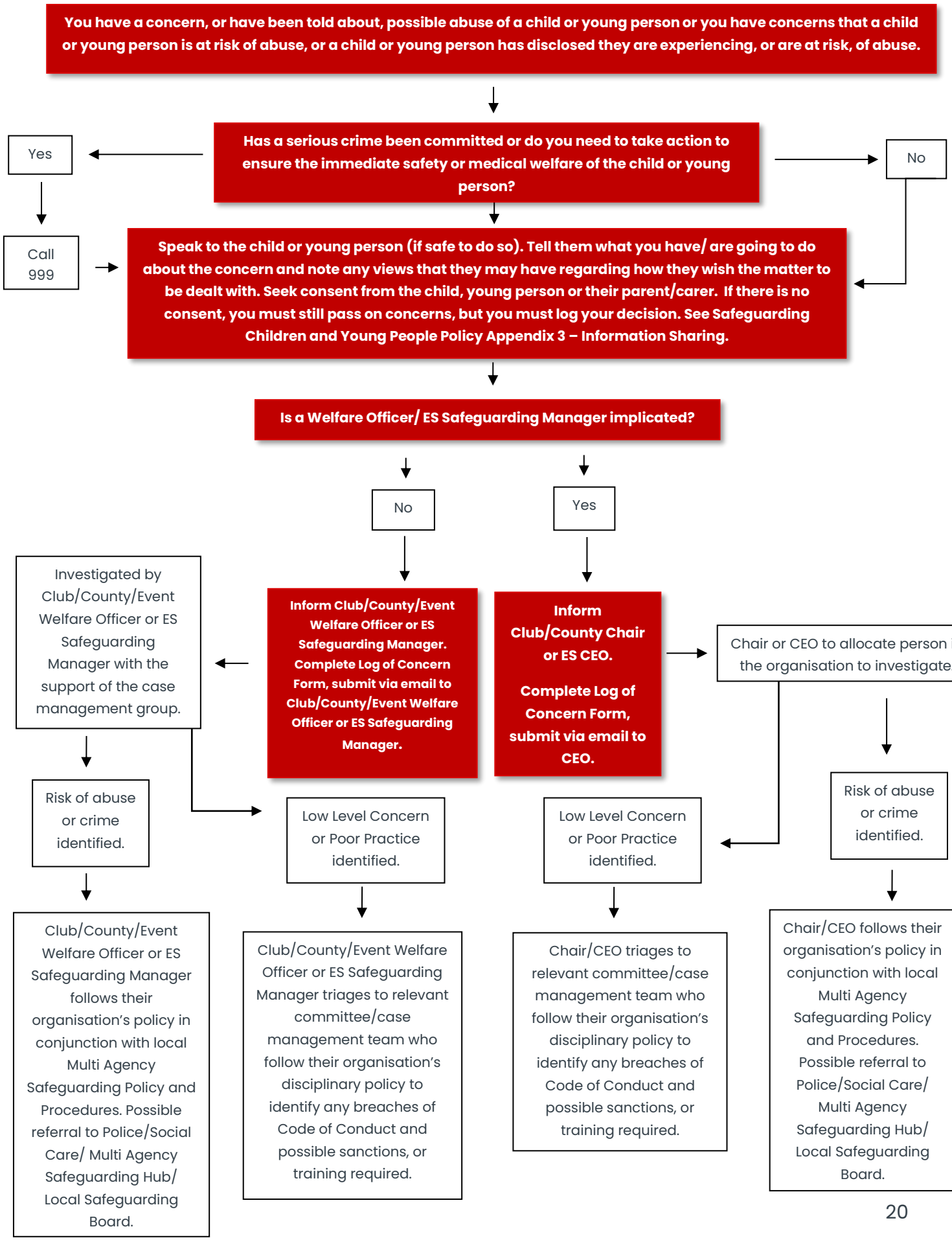
- Do not seek to investigate yourself or let doubt prevent you from reporting the allegation.
- Make an arrangement as to how you or another safeguarding professional can contact them safely.
- Ensure that the child or young person's immediate needs are met and that the priority is their safety and protection from further risk of harm.

How to Record a Disclosure

- At the time of the disclosure try to focus on active listening rather than making lots of notes. If you appear not to be listening, this may cause the child or young person to stop talking to you.
- Complete a written record of what the person has said using his or her own words as soon as practicable after the disclosure.
- Complete a Log of Concern Form (Appendix 2) and submit to the Club or County Welfare Officer, Event Safeguarding Officer or England Squash Safeguarding Manager.
- Describe the circumstances in which the disclosure came about.
- Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is accurate.
- Record any actions already taken.
- Be mindful of the need to be confidential at all times, this information must only be shared with your Club or /County Welfare Officer, Event Safeguarding Officer, the England Squash Safeguarding Manager and others relevant to the safeguarding process on a need to know basis.

Section 4: Appendices

Appendix 1 – Reporting Concerns or Disclosures Flowchart



Appendix 2 – Example Log of Concern

If you have a concern about the welfare of a Child, Young Person or Adult, please complete this form and return to your Club/County or Event Welfare Officer or email it to safesquash@englandsquash.com. Do not delay sharing safeguarding information even if you do not have all the information to hand. Where a report needs to be shared with external safeguarding agencies, this needs to be done within 24 hours of receiving the concern. A link to the online version of this form can be found here.

Information Required	Enter Information Here
Your name	
Your position (e.g. parent, coach, volunteer)	
Your telephone number	
Your email address	
If the concern, disclosure or allegation relates to behaviour/actions towards a Child, Young Person or Adult please complete the following details:	
How you know the Child, Young Person or Adult	
Name of Child, Young Person or Adult	
Home address if known (this is really important if external agency referrals are required)	
Date of Birth of Child, Young Person or Adult	
If the concern or allegation relates to the behaviour/actions of a Coach/Official/Volunteer/Other (please delete) please complete the following details:	
Your knowledge of and relationship to the Person of Concern	
Name of Person of Concern	

Information Required	Enter Information Here
Home address if known	
Nature of concern/disclosure *Please include where you were when the concern arose, or the disclosure was made.* *Include what you saw, who else was there, what exactly did the Child, Young Person or Adult say or do and what you said.* *[Ensure that if there is an injury this is recorded (size, shape and location on body)* *Make a clear distinction between what is fact, opinion or hearsay.*	
Time & date of incident	
Actions taken so far	
External agencies contacted with details of date/time/person contacted	Include any contact with Social Services/Local Authority/LADO/NSPCC or other charity/England Squash
Police	YES/NO If YES, name and contact number and Crime Reference Number:
Views/wishes of Child, Young Person or Adult obtained	
Your signature	
Time and date form completed	

Appendix 3 – Information Sharing Advice

To keep children safe, information needs to be shared appropriately so that decisions can be made to protect them. Clear boundaries around information sharing are important to maintain confidentiality where appropriate and to ensure that only those who need the information are made aware of it.

What information to share

Whenever a sports club, activity or organisation receives information that raises concerns about a child or children, decisions need to be made about sharing this safeguarding information. This could include:

- concerns about a child received within or outside the sport
- concerns about a person in a position of trust, such as a coach – this could include information on a Disclosure & Barring Service (DBS) check
- concerns about a member of a sports club or activity
- concerns about a sports environment, such as an event location, hosting or overnight stay arrangements

Who to share information with

When managing a case, it is important to consider who you should be sharing information with. This may include:

- Statutory organisations – the Police and/or Children's Services must be informed about child protection concerns; Designated Officers (LADOs) should be consulted where there are concerns about someone in a position of trust
- Disclosure & Barring Service – they must be informed of any concerns about someone in regulated activity who is suspended or expelled from the organisation
- Other clubs and other sports organisations – the principles of the seven golden rules (see below) need to inform decisions about sharing information with other organisations to enable them to safeguard children in their care who may be at risk of harm
- Individuals within the organisation – decisions about sharing information with individuals also needs to be based on the seven golden rules guidance to determine who needs to know what information in order to keep children safe

Seven 'Golden Rules' for information sharing

When sharing information with any organisation we need to consider the following aspects below as outlined by Government Guidance. Information sharing advice for

safeguarding practitioners describes key principles for deciding what to share, the seven golden rules for information sharing are:

1. **Remember that the Data Protection Act and GDPR legislation are not a barrier to sharing information** - the welfare of the child is the paramount concern. As long as the information can be justified and is in accordance with this information sharing guidance, it should be shared.
2. **Be open and honest –** where appropriate it is important to keep all parties informed of information sharing plans, processes and boundaries.
3. **Seek advice -** from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. **Share with consent where appropriate –** consent of the individual about the information concerned, should be sought before sharing. However, consent may not be appropriate if informing the individual would place a child at risk (see the 1st golden rule) or you can dispense with consent if sharing information is in the best interests of the child.
5. **Consider safety and well-being –** include considerations of support needs for all involved, including those about whom information is being shared, any risks of sharing the information and how these would be managed.
6. **Keep a record –** recording is important at every stage – including recording how and why decisions were made about information sharing. All records should be signed and dated.
7. **Necessary, proportionate, relevant, accurate, timely and secure – the key one!**
    - **Necessary –** is the information necessary to keeping the child or children safe
    - **Proportionate –** how much information needs to be shared? It may not be appropriate to share all information. Seek advice to make decisions about what information needs to be shared to ensure children are safeguarded
    - **Relevant –** only include information that is relevant to the situation and required to make decisions or to take action to keep children safe. Only share information with relevant people, confidentiality of personal and case information should be upheld
    - **Accurate –** include factual information, if any opinions are stated, these should be evidence based. Include times and dates of information and accurate information about individuals concerned
    - **Timely –** share information at the earliest opportunity – avoid delay! However, don't rush into sharing information without the appropriate decision-making processes

- **Secure –** how is information shared, stored and for how long?

Appendix 4 - Types of Abuse, Neglect or Harmful Behaviours

Neglect

Ongoing failure to meet the basic needs of children. Neglect may involve failing to provide adequate food or shelter including exclusion from home or abandonment, failing to protect them from physical and emotional harm or danger or failing to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, basic emotional needs.

Emotional Abuse

Any act or other treatment which is persistent and may cause emotional damage and undermine a child's sense of well-being. This includes persistent criticism, denigration or putting unrealistic expectations on children, isolation, verbal assault, humiliation, blaming, controlling, intimidation or use of threats.

Physical Abuse

Physical abuse happens when a child is deliberately hurt, causing physical harm. It can involve hitting, kicking, shaking, throwing, poisoning, burning or suffocating. Physical Abuse includes wielding physical power over a child, so controlling what they eat, their medication and making them physically uncomfortable are also examples of physical abuse.

Sexual Abuse

Any act which involves forcing or enticing a child to take part in sexual activities. It doesn't necessarily involve violence, and the child may not be aware that what is happening is abuse. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse.

Grooming

Grooming is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them. Children and young people who are groomed can be sexually abused, exploited or trafficked. Anybody can be a groomer, no matter their age, gender or race. Grooming can take place over a short or long period of time – from weeks to years. Groomers may also build a relationship with the young person's family or friends to make them seem trustworthy or authoritative.

The groomer may also work to gain the trust of a whole family, to allow them to be left alone with a child. If the groomer works with children they may use similar tactics with their colleagues.

People who have lived experience of sexual abuse in sport talk about perpetrators using sport as a vehicle to abuse.

More advice from the Child Protection in Sport Unit can be found here: https://thecpsu.org.uk/help-advice/introduction-to-safeguarding/child-abuse-in-a-sports-setting/

Child Criminal Exploitation (CCE)

Criminal exploitation is when an individual or a group manipulates, deceives, coerces or controls someone under the age of 18 to take part in any activity which breaks the law. All children, regardless of social background are at risk of criminal exploitation, including girls. 'County Lines' is one form of criminal exploitation. It is when people involved in criminal activity identify, target and befriend children, either online or offline, and manipulate them into dealing drugs or other activities across geographical areas. Criminal exploitation can take many forms, from making children hold, hide or deliver drugs, money or weapons, to forcing children to steal, harm others or beg. Children can also be exploited in other ways, such as through sexual exploitation. Sometimes a child can be exploited criminally and sexually at the same time. Children may also have been trafficked around the UK or to the UK from another country and forced into child labour, modern slavery, or criminal activities.

Bullying

Repeated behaviour intended to intimidate or upset a child and/or make them feel uncomfortable or unsafe, for example, name calling, exclusion or isolation, spreading rumours, embarrassing someone in public or in front of their peers, threatening to cause harm, physically hurting someone or damaging their possessions.

Cyberbullying

Cyberbullying is the use of technology to harass, threaten, embarrass, or target another person. Online threats and mean, aggressive, or rude texts, tweets, posts, or messages all count. So does posting personal information, pictures, or videos designed to hurt or embarrass someone else.

Affluent Neglect

Affluent neglect is the term used to describe neglect that occurs in wealthy families. It can be difficult to identify because the type of neglect that occurs in affluent families is often emotional, and because wealthy families may not appear disadvantaged in the traditional sense. Some characteristics of affluent neglect include: emotional distance, lack of supervision, and material indulgence.

Domestic Abuse

Domestic abuse is any type of controlling, coercive, threatening behaviour, violence or abuse between people who are, or who have been in a close relationship, regardless of gender, age or sexuality. It can include physical, sexual, psychological, emotional or financial abuse. Exposure to domestic abuse is child abuse. Children can be directly involved in incidents of domestic abuse or they may be harmed by seeing or hearing abuse happening.

Honour-Based Violence

Honour-Based Violence (HBV) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing. All forms of HBV are abuse.

Hazing

Hazing in sports is any activity that humiliates, intimidates, or endangers the health and safety of someone joining or participating in a sports team. Hazing can take many forms, including paddling, whipping, beating, or branding; forced consumption of alcohol, drugs, or other substances; eating disgusting things and wearing embarrassing clothing. Hazing can have negative psychological effects on players, including decreased confidence, self-doubting, depression, helplessness, low self-esteem and suicidal thoughts.

Child on Child Abuse

Children can be taken advantage of or harmed by their peers. It is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between individuals and within relationships (both intimate and nonintimate).

The NSPCC and Child Protection in Sport Unit have published helpful information and guidelines for identifying and working with young people in sport who are exhibiting harmful sexual behaviour.

https://thecpsu.org.uk/media/446078/harmful-sexual-behaviour-children-in-sport.pdf

Appendix 5 - Examples of Good Practice, Poor Practice and Low-Level Concerns in the Context of Squash

Good practice

Everyone should:

- Aim to make the experience of England Squash fun and enjoyable.
- Promote fairness and playing by the rules.
- Treat all children and young people equally and preserve their dignity; this includes giving more and less talented members of a group similar attention, time and respect.

Coaches and those working directly with children should:

- Respect the developmental stage of each player and not risk sacrificing their welfare in a desire for team or personal achievement.
- Ensure that the training intensity is appropriate to the physical, social and emotional stage of the development of the player.
- Work with the child or young person's, medical adviser and their carers (where appropriate) to develop realistic training and competition schedules which are suited to the needs and lifestyle of the athlete, not the ambitions of others such as coaches, team members, parents or carers.
- Build relationships based on mutual trust and respect, encouraging children and young people to take responsibility for their own development and decision-making.
- Always be publicly open when working with children and young people:
- Avoid unnecessary physical contact with children and young people. Physical contact (touching) can be appropriate in the following instances:
    - It is neither intrusive nor disturbing.
    - The player's permission has been openly given.
    - It is delivered in an open environment.
    - It is needed to demonstrate during a coaching session.
- Maintain safe and appropriate boundaries.
- Be an excellent role model by maintaining appropriate standards of behaviour.
- Be aware of medical conditions, disabilities, existing injuries and medicines being taken and keep written records of any injury or accident that occurs, together with details of treatments provided.
- Gain written consent from the correct people and fill out relevant checklists and information forms for travel arrangements and trips.

Poor practice that must lead to a Low Level Concern being reported:

- Unnecessarily spending excessive amounts of time with one player
- Allowing or engaging in inappropriate touching of any form.
- Using language that might be regarded as inappropriate by the child or young person, and which may be hurtful or disrespectful.
- Making sexually suggestive comments, even in jest.
- Reducing a child or young person to tears as a form of control.
- Letting allegations made by a child or young person go un-investigated, unrecorded, or not acted upon.
- Taking a child or young person alone in a car on journeys, however short.

Appendix 6 – Sources of Information and Support

CEOPS
The Child Exploitation and Online Protection service can help you if you worried about online sexual abuse or the way someone has been communicating with you or someone you know, online.
www.ceop.police.uk

Childline
Childline offers free, confidential advice and support whatever your worry, whenever you need help.
Tel: 0800 1111
www.childline.org.uk

CPSU
The Child Protection in Sport Unit is a part of the NSPCC and work to help improve safeguarding and child protection practices within sport organisations, to ensure all children and young people are safe while participating in sport and physical activity at all levels.
Tel: 0116 366 5580
www.thecpsu.org.uk

NSPCC
The NSPCC can support with any concerns about a child's safety or well-being.
Tel: 0808 800 5000
Email: help@nspcc.org.uk
www.nspcc.org.uk

National 24Hour Freephone Domestic Abuse Helpline
Tel: 0808 2000 247
www.nationaldahelpline.org.uk/Contact-us

Rape Crisis Federation of England and Wales
Rape Crisis was launched in 1996 and exists to provide a range of facilities and resources to enable the continuance and development of Rape Crisis Groups throughout Wales and England.
Email: info@rapecrisis.co.uk
www.rapecrisis.co.uk

Respond
Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Tel: 020 7383 0700 or
0808 808 0700 (Helpline)
Email: services@respond.org.uk
www.respond.org.uk

Stop Hate Crime
Works to challenge all forms of Hate Crime and discrimination, based on any aspect of an individual's identity. Stop Hate UK provides independent, confidential and accessible reporting and support for victims, witnesses and third parties.
24 hours service:
Telephone: 0800 138 1625
Web Chat: www.stophateuk.org/talk-to-us/
Email: talk@stophateuk.org
Text: 07717 989 025
Text relay: 18001 0800 138 1625
By post: PO Box 851, Leeds LS1 9QS

Victim Support
Provides practical advice and help, emotional support and reassurance to those who have suffered the effects of a crime.
Tel: 0808 168 9111
www.victimsupport.com

Women's Aid Federation of England and Wales
Women's Aid is a national domestic violence charity. It also runs a domestic violence online help service.
www.womensaid.org.uk/information-support

Young Minds
Young Minds are a mental health charity that offers information and advice to young people, parents and carers.
Text: 'Shout' to 85258
www.youngminds.org.uk