



BESAFE

A GUIDE TO SAFEGUARDING FOR BASKETBALL ENGLAND OFFICIALS

(Updated January 2018)

FOREWORD

Sport can and does have a very powerful and positive influence on people – especially young people. Not only can it provide opportunities for enjoyment and achievement; it can also develop valuable qualities such as self-esteem, leadership and teamwork. These positive effects can only take place if sport is in the right hands - in the hands of those who place the welfare of all young people and vulnerable adults first and adopt practices that support, protect and empower them.

Basketball England is committed to working in partnership with all agencies to ensure that information and training opportunities are available to ensure best practice when working with children and vulnerable adults. Following best practice will help to safeguard these participants from potential abuse as well as reducing the likelihood of allegations being made about coaches and other adults in positions of trust in basketball.

GLOSSARY

- BE Basketball England
- Children Any child or young person under the age of 18
- CM Compliance Manager
- CPSU Child Protection in Sport Unit
- CWO Club Welfare Officer
- DBS Disclosure & Barring Service
- EM Event Manager
- LADO Local Authority Safeguarding Officer
- LSCB Local Safeguarding Children's Board
- LCPO Lead Child Protection Officer
- NSPCC National Society for the Prevention of Cruelty to Children

OVERVIEW

At Basketball England, we believe that every child, young person and vulnerable adult involved in the game of Basketball has the right to have fun and be safe in their sport. Sadly, abuse can take place and sometimes from those who are trusted the most. Basketball England are committed to creating and maintaining the safest possible environment for children, young people and vulnerable adults to participate in basketball and we recognise

our responsibility to safeguard their welfare by doing all we can to protect them from sexual, physical or emotional harm and from neglect, discrimination or bullying.

The welfare of children, young people and vulnerable adults is everyone's responsibility, particularly when it comes to abuse. Everyone involved in basketball - officials, coaches, volunteers, parents/carers, other family members, friends and the children themselves - can help. If you have any concerns about poor or abusive practice or suspect that a child may be being abused or is at risk, please contact our Safeguarding and Compliance Manager, in confidence.



For more information please visit our webpage at www.basketballengland.co.uk

ALL BASKETBALL ENGLAND OFFICIALS WILL

- Accept the moral and legal responsibility to implement procedures to provide a duty of care for children, young people and vulnerable adults by safeguarding their wellbeing and protecting them from abuse;
- Respect and promote the rights, wishes and feelings of children, young people and vulnerable adults;
- Recognise that some people could face barriers to getting help or reporting abuse because of additional vulnerabilities which could include their ethnicity, gender, age, religion, disability, sexual orientation, social background or culture.
- Undergo safeguarding training, when and where necessary, and ensure that it is up to date.
- Ensure they adopt best practice to safeguard and protect everyone in basketball from abuse, and to reduce the likelihood of allegations being made against them.
- Accept and abide by the Safeguarding Policy and Procedures and the Basketball England Code of Ethics and Conduct as well as all other policies and procedures;
- Respond appropriately to any complaints about poor practice or allegations of abuse.

PROMOTING GOOD PRACTICE

- Always putting the welfare of each child, young person or vulnerable adult first, before winning or achieving goals;
- Always working in an open environment (e.g. avoiding private or unobserved situations and encouraging an open environment with no secrets);
- Building balanced relationships based on mutual trust which empowers children, young people and vulnerable adults to share in the decision-making process;
- Making sport fun, enjoyable and promoting fair play;
- Giving enthusiastic and constructive feedback rather than negative criticism;
- Treating all people equally and with respect and dignity;
- Maintaining a safe and appropriate distance both emotionally and physically (e.g. it is not appropriate for an adult to have an intimate relationship with a child, young person or vulnerable adult or to share a room with them);
- Keeping up to date with the technical skills, qualifications and insurance in sport;
- Ensuring that at tournaments or residential events, adults should not enter children's rooms or invite children into their rooms unless in an emergency. If an adult is working in a supervisory capacity, they should only enter children's rooms when accompanied by another adult;
- Being an excellent role model - this includes not smoking or drinking alcohol whilst supervising children and promoting a healthy diet;

- Recognising the developmental needs and capacity of children – avoiding excessive training or competition and not pushing them against their will;
- Securing parental consent in writing to act in loco parentis, if the need arises to give permission for the administration of emergency first aid and/or other medical treatment;
- Keeping an accurate records and reports and follow all Basketball England guidance and policies.



PHOTOGRAPHY & VIDEO

Basketball England is committed to ensuring young people are protected from the inappropriate use of their images. No images should be taken at junior games, training or events without the necessary consent being obtained first including explanation of how the images will be used, especially if this is on websites and in other publications. There is also a need to ensure the opposition have obtained consent from parents and are then able to give consent for images or video to be taken.

There is no intention to prevent coaches using videoing as a legitimate coaching aid, but players and their parents should be aware that this is part of the coaching programme and informed consent should be gained in writing, with care taken in the storing of such images and where they are posted. Without signed, informed parental consent, no video should be posted on YouTube or other media sharing sites.

POOR PRACTICE

Allegations may relate to poor practice where an adult's or another young person's behaviour is inappropriate and may be causing concern/harm to a child. In the application of this policy, poor practice includes any behaviour bringing the game into disrepute of a child protection nature or contravening any Basketball England policy or guidance, infringing an individuals' rights and/or is a failure to fulfil the highest standards of care.

EXAMPLES OF POOR PRACTICE

- Use of excessive, physical or humiliating punishments;
- Failure to act when you witness possible abuse or bullying;
- Being unaware of or breaching any Basketball England policy such as the Code of Ethics and Conduct;
- Spending excessive amounts of time alone with young people away from others;
- Inviting or allowing young people into your home where they will be alone with you;
- Engaging in rough, physical or sexually provocative activity, including horseplay;
- Allowing or engage in any form of inappropriate touching;
- Allowing young people to use inappropriate language unchallenged;
- Making sexually suggestive comments even in fun;
- Reducing a person to tears as a form of control;
- Allowing allegations made by a young person to go unchallenged, unrecorded or not acted upon;
- Doing things of a personal nature for young people that they can do for themselves;
- Sharing a bedroom with a young person you are not related to, even with parental permission.

INDICATORS OF ABUSE

Indications that a young person may be being abused include the following:

- 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;
- An injury for which the explanation seems inconsistent;
- The young person describes what appears to be an abusive act involving him/her;
- Someone else (a young person or adult) expresses concern about the welfare of another;
- Unexplained changes in behaviour (e.g. becoming very quiet, withdrawn or displaying sudden outbursts of temper);
- Inappropriate sexual awareness;
- Engaging in sexually explicit behaviour;
- Distrust of adults, particularly those with whom a close relationship would normally be expected;
- Has difficulty in making friends;
- Is prevented from socialising with other young people;
- Displays variations in eating patterns including overeating or loss of appetite;
- Sudden weight change;
- Becomes increasingly dirty or unkempt.



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. A good working relationship with parent/guardians will help to identify any concerns that a young person may be experiencing, e.g. family bereavement which could cause some of the changes listed above.

REMEMBER IT IS NOT THE RESPONSIBILITY OF THOSE WORKING IN BASKETBALL TO DECIDE IF CHILD ABUSE IS OCCURRING BUT IT IS THEIR RESPONSIBILITY TO ACT ON ANY CONCERNS BY REPORTING THEM.

HOW TO RESPOND TO A DISCLOSURE FROM A CHILD

If you witness or become concerned about someone's behaviour, or someone tells you they or another person is being or has been abused you should:

- React calmly so as not to frighten or deter the disclosure;
- Listen carefully and take what they say seriously;
- Keep any questions to the absolute minimum and for clarification only;
- Tell them they are not to blame and that they are right to tell;
- Reassure them and explain you have to share what they have said;
- It is not for you to decide if abuse has taken place but to report the concerns;
- Make a record of everything said and any actions taken as soon as possible;
- If you think the situation is an emergency, contact your Club Welfare Officer or Basketball England's Lead Child Protection Officer. If they are not immediately available then you should contact your local Children's Social Care, LADO or Police without delay. Expert advice can also be provided by the NSPCC Helpline on 0800 800 5000.

ACTIONS TO AVOID

The person receiving the disclosure should not:

- Panic or allow their shock to show;
- Ask questions other than to clarify that you have enough information to act;
- Speculate or make assumptions;
- Make promises or agree to keep secrets;

- Make negative comments about the alleged abuser;
- Approach the alleged abuser;
- Discuss the allegations with anyone who does not have a need to know;
- Take sole responsibility;
- Delay in reporting the concerns.



CONFIDENTIALITY

Every effort should be made to ensure that confidentiality is maintained with information shared on a 'need to know basis' only.

DATA PROTECTION

Basketball England and its representatives have a legal duty to our members and our employees to handle data sensitively, ensure that it is kept securely and that it is destroyed appropriately when it is no longer needed. Any Coach or individual who obtains or uses data without the express written consent of Basketball England will result in immediate removal from post and is viewed by Basketball England as a breach of position of trust.

CODE OF ETHICS & CONDUCT

Basketball England is opposed to any form of violent, offensive or discriminatory behaviour and will act as necessary to remove individuals from basketball who do not abide by the Code of Ethics & Conduct. The Code of Ethics & Conduct should be read and reviewed by all members regularly. This document includes specific guidance for coaches, referees, officials, players, parents and spectators. Included in this document are;

- Coaches-updated
- Player Poaching
 - Appendix A
- Players-updated
 - Appendix B
- Approaching players already registered with another club/academy/institution
- Protocols for Recruitment
- Officials
- Club Officials
- Parents/family
- Spectators
- Young people
- National Team and Performance Centre Staff
- AASE programme
- Anti Doping
- Data
- Possible Sanctions

TO REPORT A CONCERN

Contact the Basketball England Compliance Manager on 0300 600 1170 or email childprotection@basketballengland.co.uk. If a child is at risk of harm please contact the NSPCC Helpline on 0808 800 5000 or dial 999 in an emergency.



WHAT TO DO IF YOU ARE WORRIED ABOUT THE BEHAVIOUR OF ANYONE IN BASKETBALL

