



## **PROPOSAL FROM THE SAFEGUARDING TEAM ABOUT CHANGES TO LICENSING REQUIREMENTS FOR:**

Officiating and Coaching **Tutors, Observers, Coordinators** and **Developers** for the 2020/21 season, **Referees & Table Officials** for the 2021/22 season and **all members working with Under-18s** from 2023.

### **OPPORTUNITY TO PROVIDE FEEDBACK.**

The new membership portal provides us with increased opportunity to make basketball a safer and more enjoyable sport for everyone. One of the most important features is our ability to ensure the right people are in the sport by facilitating better safe recruitment processes and training.

It has been the intention with the introduction of the membership system that we would use the system to its full potential to ensure the correct safe recruitment checks are completed throughout the game. This additional rigour is part of our Safeguarding plans to improve protection for our members.

We have opened a consultation process to seek feedback from members and clubs/leagues/associations as the proposed changes will no doubt provide additional administrative and financial challenges. We hope that through the consultation and education process, everyone in the game will appreciate the need for further improvements and at BE, will be able to understand these challenges and be able to mitigate some of the impact of this ahead of the changes being introduced.

The Officiating and Coaching staff teams are fully supportive of the proposals, and hopefully by involving members at this stage, we will be able to go through this process together and make it easier for everyone to adjust to. Our intention is to make Basketball England's policies and processes as robust as the leading NGBs in the field, but to ensure the additional requirements are not prohibitive for clubs.

It has long been the case that coaches have been expected to obtain an Enhanced DBS check and safeguarding training for licensing and last year we introduced this as a requirement for 'Bench Personnel', which includes roles such as team managers and assistant coaches.

In considering changes for 2020/21, the Safeguarding Team have reviewed the licensing requirements in other team and individual sports, such as football and rugby union, and have also reflected on serious cases we have dealt with over the past five years.

There are situations within the game where organisations are not carrying out the correct safe recruitment checks and adults are working in an unsupervised capacity with players, officials and coaches who are under 18; either training, teaching, instructing, caring, advising, driving or supervising. Up until this point, Basketball England have advised member organisations that if a staff member or volunteer is in 'regulated activity', DBS check should be completed but we have not made this mandatory. This presents opportunities for potential perpetrators to take advantage of their position in our sport.

In a planned series of improvements, changes to the licensing system are being proposed and they can be viewed below. The slow 'phase-in' of changes is reflective of the challenges which may be faced in the DBS process and economic impact of the current Covid-19 situation. Nonetheless, we want to continue moving towards making our sport as safe as it possibly can be for children and adults at risk.

We are welcoming feedback from members, clubs and associations so that we can ensure that the impact of these improvements can be fully considered, and changes to process are made if necessary. The Safeguarding Team have begun a piece of work to ensure we have enough verifiers across the country to make the checking of documents less problematic. We also continually review the DBS provider service and safeguarding training options in order to make sure safe recruitment is not a barrier to basketball activity.

We appreciate that, as with any change, this will increase pressure on volunteers, members and your organisations, we hope that these proposals will be received positively as we all share the same aim of wanting to keep our sport safe for vulnerable people.

### **Proposed changes for 2020/21:**

For those licensing as:

**Referee Tutors, Coaches, Instructors or Coordinator and/or**

**Table Official Tutors, Coaches, Instructors or Coordinators and/or**

**Coaching Tutors, Observers, Coordinators or Developers**

The proposal is that from the start of the 2020 season, these members must complete the following safe recruitment steps prior to licensing:

1. DBS - Enhanced with Barred List Check for the Children's Workforce. Renewal every 3 years.
2. Self-Declaration Form - SG1
3. Safeguarding Training - Face-to-face recommended. Online courses accepted.

This change will impact approximately 125 members.

### **Proposed changes for 2021/22**

For those licensing as:

**Adult and junior referees (both Local League and NBL) and/or**

**Adult and junior table officials (both Local League and NBL)**

The proposal is that individual members must complete the following safe recruitment steps prior to licensing for the 2021 season:

1. DBS - Enhanced with Barred List Check for the Children's Workforce. Renewal every 3 years.
2. Self-Declaration Form – SG1
3. Safeguarding Training – Face-to-face recommended. Online courses accepted.

This change may impact up to 1000 members.

We strongly recommend all referees and table officials who already have DBS or safeguarding certificates to send these in now. This will assist the workload of the team ahead of any mandatory changes being introduced. DBS certificates should be emailed to [safeguardingbasketball@basketballengland.co.uk](mailto:safeguardingbasketball@basketballengland.co.uk). Safeguarding certificates should be uploaded to profiles on the membership system once it reopens.

### **Proposed change for the 2023/24 season – For all members working with Under-18s**

In addition to the changes outlined above, we will also be encouraging all members to acquire their DBS check through the Basketball England process. We currently accept scanned evidence of DBS certificates acquired through other employers (issued within the last 3 years or as part of the DBS update service).

Scanned images do however present the opportunity for fraud. **From September 2023, we propose that all members should complete checks via the Basketball England process.** This reduces risk and is in line with the processes in other sports, such as football.

**Please provide feedback to us via the following link:**

<https://basketballengland.wufoo.com/forms/qc48jzd05eiya3/>

**The closing date for feedback is Friday 29<sup>th</sup> May 2020.**

## FAQ'S

### **How much does it cost for a DBS check?**

Enhanced Check (Non-Volunteer) - £55.40

Enhanced Check (Volunteer) - £11.40

Verifiers will need to select whether the individual is a volunteer or non-volunteer when checking documents. Our policy is to request a new DBS check or access to the DBS update service check every 3 years. Adjustments are being made during the Covid-19 crisis to support verification of documents.

### **How much does it cost for safeguarding training?**

The cost of safeguarding training varies. Basketball England recommend all staff and volunteers working with children complete a face-to-face training course (usually valid for 3 years). Basketball England also accept online courses (usually valid for 1 year).

A list of recommended courses can be found on our website:

<https://www.basketballengland.co.uk/safeguarding/safeguarding-training-research/>

We also accept safeguarding training completed through another organisation – we will require a certificate or a letter on letterheaded paper with the name of the course, the date it was completed and how long it is valid for.

### **What is self-declaration?**

Self-declaration and disclosure forms are used by many organisations as part of safe recruitment practices. They are a recommended practice by the CPSU. They can provide additional information which can be assessed alongside an individual's DBS, in order to consider their suitability for a particular role. The form is also used to confirm a wider range of consents/agreements.

From 2020/21, the self-declaration forms will be able to be completed digitally via the Membership System. This process is all a part of our due diligence as an organisation, making sure that we have the right people within the sport.

### **Do Basketball England accept the DBS update service?**

Yes, as long as Basketball England have seen the original DBS Certificate. The check must also be for the right workforce (i.e. Children's Workforce or Adult's Workforce depending on role) and the right level of check.