



HS07-P04 CHILD WELLBEING & PROTECTION POLICY

VERSION CONTROL

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Scottish Squash Limited

Child Wellbeing & Protection Policy

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Purpose of Policy

The principle of this wellbeing and protection policy is based on our moral and ethical duty to ensure that children can enjoy squash in a safe environment, and as such it reflects current best practice and legislative framework. This document sets out our commitment to safeguarding and the roles and responsibilities for Scottish Squash Limited (SSL) and Squash in Scotland member clubs.

Policy Statement

SSL and Squash in Scotland member clubs are fully committed to safeguarding, promoting and supporting the protection and wellbeing of all children in our care. We recognise our responsibility to promote safe practice and to protect children from harm, abuse and exploitation. We embrace difference and diversity and respect the rights of all children and young people.

Underpinning Principles:

- A child is recognised as someone under the age of 18.
- A child has the right to relax, play and join in a wide range of sporting activities.
- The protection and wellbeing of all children in our care is everyone's responsibility.
- A child, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity has the right to protection from all forms of harm and abuse.
- A child has the right to express views on all matters that affect them, should they wish to do so.
- A child's rights, wishes and feelings should be respected and promoted.
- The best way to promote the wellbeing, health and development of a child is to work in partnership with the child, parents/carers and other relevant organisations.

Roles and Responsibilities

SSL will:

- Promote the wellbeing of children through opportunities to take part in sport safely.
- Respect and promote the rights, wishes and feelings of children.
- Put in place policies and procedures to promote the wellbeing and protection of children.
- Recruit, train and support staff, members and volunteers to prioritise the wellbeing of children who take part in our activities and protect them from harm.
- Require staff, members and volunteers to adopt and abide by this child protection policy and associated procedures.



- Respond to any child wellbeing or protection concerns in line with policy and procedures, as well as implementing, where appropriate, the relevant disciplinary and appeals procedure.
- Monitor, review and evaluate the implementation of the child protection and wellbeing policy and procedures regularly.

Squash in Scotland member clubs with members and guests under 18 will:

- Have a suitable Club Wellbeing & Child Protection Policy in place, either by adopting this SSL policy or a suitable alternative.
- Adhere to SSL guidelines and procedures.
- Appoint a club Child Wellbeing and Protection Officer, whose picture and contact details should be displayed publicly within your club.
- Accept that all office bearers and committee members have a responsibility for safeguarding, wellbeing and child protection and be prepared to respond to any indication of abuse or poor practice.
- Safely appoint/recruit club volunteers/staff in accordance with the recruitment policy.
- Be prepared to challenge and alter poor practice.
- Implement any recommendations of SSL relating to this area.
- Promote an environment where all legitimate concerns can be raised without fear of victimisation or reprisal.
- Require all those working with children to complete the minimum level of training.

Policy Review

We will regularly review this policy and associated procedures:

- In accordance with changes in legislation and guidance on the protection of children and young people.
- Following any issues or concerns raised about the wellbeing and protection of children and young people within Squash in Scotland.
- In all other circumstances, every year.

Duty of Care

SSL and Squash in Scotland member clubs are committed to ensuring that all those taking part in squash are able to do so protected and kept safe from harm.

We all have a duty with respect to safeguarding and protecting children to ensure they can participate and enjoy our sport with the highest possible standards of care. All coaches and volunteers should operate within an appropriate code of ethics, aware of what their 'duty of care' is and how this relates to their position in providing activities and being responsible for others.



A good definition of 'duty of care' is:

"The duty which rests upon an individual or organisation to ensure that all reasonable steps are taken to ensure the safety of any person involved in any activity for which that individual or organisation is responsible."

Coaches, volunteers, referees, officials and administrators should all take 'reasonable' steps to safeguard those directly taking part in activities and at any time they may be deemed responsible for those in their charge - in vehicles, during journeys to and from the activity, during events, team training events and camps etc.

The content of this document provides specific information in respect of safeguarding and protecting children in order that everyone can appreciate their 'duty of care' with regard to these issues, risk assess their positions and support and advise those at risk.

Indications of Abuse

There are physical and behavioural signs that might raise your concern about the welfare or safety of a child. They are only indicators - not confirmation.

Some examples are: where the child,

- Says that they are being abused, or another person says they believe (or actually know) that abuse is occurring.
- Has an injury for which the explanation seems inconsistent.
- Has a change in behaviour, either over time or quite suddenly, becoming aggressive, withdrawn or unhappy.
- Appears not to trust adults, e.g. a parent or coach with whom they would be expected to have, or once had, a close relationship.
- Shows inappropriate sexual awareness for his/her age and sometimes behaves in a sexually explicit way.
- Becomes increasingly neglected-looking in appearance, or loses or puts on weight for no apparent reason.

Bear in mind that some children can be particularly vulnerable to abuse and may have added difficulties in communicating what is happening to them.