

Guernsey Basketball Association Child Protection Policy

Introduction: The Guernsey Basketball Association (GBA) is committed to ensuring the welfare and safety of all children participating in GBA activities. The following policy outlines our commitment to promoting good practice, preventing abuse, and responding appropriately to any concerns or allegations.

Principles:

1. Child Welfare Priority:

- The welfare of the child is paramount in all GBA activities.
- Every child, regardless of age, culture, disability, gender, language, racial origin, religious beliefs, and/or sexual identity, has the right to protection from abuse.

2. Seriousness of Suspicions and Allegations:

- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff (paid/unpaid) working in sport have a responsibility to report concerns to the appropriate officer.

Child Protection Policy Statement: The GBA has a duty of care to safeguard all children involved in GBA activities from harm. This includes recognising the needs of disabled children and others who may be particularly vulnerable. The GBA is committed to ensuring the safety and protection of all children through adherence to the Child Protection guidelines adopted by the GBA, defining a child as a person under the age of 18 (The Children Act 1989).

Policy Aims:

- Promote good practice by providing appropriate safety and protection to children in the care of GBA coaches.
- Empower all staff/volunteers to respond confidently to child protection issues.

Promoting Good Practice:

- Always work in an open environment, avoiding private or unobserved situations.
- Treat all young people/disabled adults equally with respect and dignity.
- Prioritise the welfare of each young person.
- Maintain safe and appropriate distances with players.
- Build balanced relationships based on mutual trust and empower children in decision-making.

- Make sport fun, enjoyable, and promote fair play.
- Keep up-to-date with technical skills, qualifications, and insurance.
- Involve parents/carers wherever possible.
- Ensure gender balance and appropriate supervision on trips.
- Avoid entering children's rooms or inviting them into your rooms at tournaments or residential events.
- Be an excellent role model – refrain from smoking or drinking alcohol in the company of young people.
- Provide enthusiastic and constructive feedback.

Practices to be Avoided:

- Spending excessive time alone with children away from others.
- Taking or dropping off a child to an event.

Practices Never to be Sanctioned:

- Engage in rough physical or sexually provocative games.
- Share a room with a child.
- Allow or engage in inappropriate touching.
- Allow children to use inappropriate language unchallenged.
- Make sexually suggestive comments to a child.
- Reduce a child to tears as a form of control.
- Allow unchallenged or unrecorded allegations made by a child.
- Perform personal tasks for children that they can do for themselves.
- Invite or allow children to stay unsupervised at your home.

Incidents Reporting/Recording: Report and record immediately if:

- Accidentally hurting a player.
- Player seems distressed.
- Player appears sexually aroused.
- Player misunderstands or misinterprets actions.

Use of Photographic/Filming Equipment:

- Be vigilant for inappropriate photography or filming; report concerns to the Child Protection Officer.
- Use video as a coaching aid, with proper consent and storage.

Recruitment and Training:

- Obtain consent for Disclosure and Barring Service (DBS) checks.
- Complete and verify enhanced DBS forms.

- Induct volunteers with clarification of job requirements, responsibilities, Code of Ethics and Conduct, and Child Protection procedures.
- Provide training for staff and volunteers on good practice, child protection, and first aid.
- Attend update training as required.

Responding to Allegations:

- Act on any concerns through contact with appropriate authorities.
- Assure support and protection for those reporting concerns in good faith.

Investigations: Three types of investigation may occur if there is a complaint against a staff member:

1. Criminal investigation.
2. Child protection investigation.
3. Disciplinary or misconduct investigation.

Internal Inquiries and Suspension:

- GBA Child Protection Officer to decide on temporary suspension if abuse is suspected.
- GBA Committee to assess cases for reinstatement based on available information and welfare of the child.

Confidentiality:

- Maintain confidentiality on a need-to-know basis only.
- Handle and disseminate information in compliance with data protection laws.

Support After Abuse:

- Provide support for children, parents, and staff through helplines, support groups, and open meetings.
- Consider appropriate support for the alleged perpetrator.

Allegations of Previous Abuse:

- Follow procedures detailed above for any allegations made some time after the event.
- Report the matter to social services or the police.

Bullying:

- Follow the same procedure as for suspicions or allegations.
- Take all signs of bullying seriously.
- Investigate, take action to ensure the victim's safety, and involve authorities if necessary.

Conclusion: The GBA is committed to maintaining a safe and protective environment for all children participating in basketball activities. This policy will be reviewed periodically to ensure its effectiveness and compliance with best practices.