




ENGLAND NETBALL

  <p>Endorsed by</p>  <p>Registered charity Registered charity numbers 216401 and SC037717</p>	Safeguarding Adults at Risk in Netball Policy	
	Responsible Officer	Safeguarding & Welfare Manager
	Group Owner	Executive Team
	Date Created / Modified	January 2024
	Version	1.3
	Review Date	January 2026
	Applicable for	This policy is mandatory. It applies to Clubs, Regional Management Boards, County Netball Associations, Staff, contractors, Volunteers and anyone carrying out Recognised and Authorised Netball Activity acting in any capacity within netball where a separate policy does not exist.
Summary	This Policy sets out England Netball's approach to fulfilling its commitment to creating and maintaining a safe and enjoyable environment for Adults at Risk, who take part in the sport of netball. England Netball requires all Members, connected participants, Volunteers, and anyone carrying out recognised and authorised netball activity and Staff to abide by this Policy and all relating procedures and practice.	

Version Control:

Person Responsible	Version and summary of changes	Date
Safeguarding & Welfare Manager	Updated Standard Policy Format. Role Responsible update Additional of Types of Abuse Addition of emphasis that Safeguarding is Everyone's responsibility. Additional Links to Policy/procedure documentation	January 2022
Safeguarding & Welfare Manager	Addition of responsibility to carry out DBS checks with link Updated Links to Policy/procedure documentation Removal of legislation links (mostly out of date)	January 2024

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PURPOSE AND SCOPE

England Netball is committed to creating and maintaining a safe and positive environment and ensuring netball is an inclusive sport to be enjoyed by all.

This policy applies to all Staff and Board members of England Netball. This policy also applies to all players, coaches, Volunteers, Members, contacted participants and anyone carrying out Recognised and Authorised Netball Activity. This policy is expected to be followed by all; whether at an England Netball organised competition, internationally or a locally organised competition in a Region or County; whether part of the national squad, an academy or playing at a local Club.

England Netball considers it everyone's responsibility to safeguard Adults at Risk in our sport, and so this Safeguarding Adults at Risk Policy, together with the accompanying procedures, apply to all individuals involved in netball. Specified people have identified responsibility within the [Reporting a Concern](#) process, but they can only act on the information which others provide to them. Understanding how to recognise concerns and how to respond to them, will help make all parts of the [Reporting a Concern](#) process more effective.

England Netball will encourage and support partner organisations, including Clubs, and anyone else carrying out Recognised and Authorised Netball Activity to adopt and demonstrate their commitment to the principles and practice of equality as set out in this policy and in the procedures. Safeguarding means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted.

Where necessary, England Netball will take Disciplinary Action against any Members, connected participants, Volunteers, Staff and anyone else carrying out recognised and authorised netball activity where breach of this policy, [Safeguarding Disciplinary Regulations](#) or the [Codes of Conduct and Disciplinary Regulations](#) is alleged.

This policy operates in conjunction with the legislation governing Safeguarding and protecting Adults at risk, and England Netball works with external partners to ensure best practice is implemented. It is also to be read in conjunction with the [Codes of Conduct](#), [Safeguarding Disciplinary Regulations](#) and all other relevant England Netball policies and procedures.

We welcome all genuine concerns and will treat your issues seriously. No action will be taken against you if you have raised a concern in the genuine belief that it is true. However, complaints proven to be malicious could result in disciplinary action.

We recognise that;

- All Adults at Risk, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some Adults at Risk are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with Adults at Risk, carers and other agencies is essential in promoting people's welfare.

England Netball will:

- Ensure all adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.
- Ensure the rights, dignity and worth of all adults will always be respected.
- Recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs.
- Create a safe and welcoming environment at events, where participants can have fun and develop their skills and confidence.
- Ensure netball events, member Clubs and netball teams to implement similar policies.
- Promote Safeguarding adults as everyone's responsibility. We all have a shared responsibility to ensure the safety and well-being of all adults and will act appropriately and report concerns whether these concerns arise within netball or in the wider community.
- Ensure that England Netball organised training and events are run to the highest possible safety standards.
- Be prepared to review its ways of working to incorporate good practice.
- Ensure the principles of Safeguarding adults are applied and embedded across the sport and organisation
- Provide resources, training and guidance to all Members, connected participants, Volunteers and Staff to assist them in understanding the meaning of Adults at Risk.
- Where appropriate, work in partnership with parents and/or carers to support the Adult at Risk to achieve the best outcome for them.

England Netball will:

- Appoint and train a designated Lead Safeguarding Officer (Safeguarding and Welfare Manager) responsible for Safeguarding adults in netball
- Carefully recruit and select all Staff, contractors and Volunteers, applying safe recruitment procedures.
- Treat all participants with respect and celebrate their achievements in accordance with our [Diversity and Belonging Policy](#).

- Make Safeguarding personal to the adult involved, and take into account the adults views, wishes, beliefs and wants as part of the safeguard. Respond swiftly and appropriately to all complaints and concerns about poor practice or suspected or actual abuse and monitor all complaints and concerns about poor practice or suspected or actual abuse to gain a greater insight into the experiences of Adults at Risk in netball and continuously improve the support and guidance we develop.
- Recognise the role and responsibilities of the statutory agencies in Safeguarding adults and is committed to complying with local safeguarding procedures
- Provide resources and guidance to all Clubs, Volunteers and Staff to assist them in understanding the meaning of Adults at Risk.
- Develop and implement an effective [social media policy and related procedures](#)
- Ensure we have effective [complaints and whistleblowing](#) measures in place.
- Ensure that every member Club will have a Club Safeguarding/Welfare Officer who will be able to provide support and advice within the Club environment, and ensure Safeguarding duties are carried out when an adult meets the Adult at Risk definition.
- Work within the principles of the England and Wales - Mental Capacity Act 2005 & Scotland - Adults with Incapacity Act 2000 and support all adults to make informed decisions.

DEFINITIONS

Adult at Risk - This term illustrates that it is the circumstances that people with care and support needs are in that causes them to be at risk of abuse or neglect. An “adult at risk” is an individual aged 18 years or over who:

- (a) has needs for care and support, who is
- (b) experiencing or at risk of abuse or neglect; and
- (c) is unable to safeguard or protect themselves

In a sporting context, clubs and event organisers may work with:

- (i) People who have a physical disability, whether from birth or acquired through injury, illness or advancing age, ranging from those who can train and compete independently but need some assistance in transition, to those who depend on others for physical care and support
- (ii) People who are blind or visually impaired, who may need to be guided around a course or at training
- (iii) People who are deaf or hearing impaired, whose needs are largely connected to communication and inclusion
- (iv) People who have learning disabilities or who for some other reason (e.g. brain injury, dementia) may not have the capacity to make independent decisions or to assess risk.
- (v) People who are at risk due to a specific circumstance they may find themselves in, for example: domestic abuse, forced marriage, sexual or commercial or financial exploitation.

Although many of the good practice guidelines and principles to be followed when safeguarding children also apply to adults, there is a key difference. In the case of a child, there is a clear duty to act if we suspect that the child has been harmed or is at risk of harm. In the case of an adult, the starting assumption must always be that an adult has the capacity to make a decision and has the right to do so unless it can be established that they lack capacity.

Board - means the Board of Directors of England Netball.

Case Management Group (CMG) - any group established by the Board from time to time to oversee safeguarding cases and to make summary determinations

Club - a collection of individuals that come together from time to time in the form of a netball club through which some or all of those individuals' become members of England Netball.

Codes of Conduct - means the set of behavioural standards which England Netball establishes as the expected minimum standards of behaviour.

County or County Netball Association (CNA) - An association of Leagues, Clubs, groups and schools as determined by the Board in accordance with the Memorandum of Association or the Articles of Association or other Membership Regulations.

Disciplinary Action (Disciplinary Case) - means proceedings, or part thereof, in accordance with the Disciplinary Regulations.

England Netball (EN) - means the All England Netball Association Limited, a private company limited by guarantee and registered in England with the registered number of 1698144

Lead Safeguarding Officer (LSO) – the person appointed by England Netball to lead on all safeguarding matters, including developing and maintaining safeguarding policies and procedures and advising the netball community on their implementation and application.

Member - any individual or organisation appointed as a Personal or Group Member in accordance with England Netball's Articles of Association. Where an organisation is a Member, the leader of the organisation (usually the Chair of the management group/committee) will be held to account on behalf of the organisation (Sanctions, including Interim Suspensions, may be applied to the organisation).

Recognised and Authorised (Netball Activity) – means recognised versions of the game that have been authorised by England Netball.

Region or Regional Management Board (RMB) - an association of County Netball Associations as determined by the Board, in accordance with the Memorandum or the Articles or the Membership Regulations.

Safeguarding Adults – defined for adults at risk by the "014 Care Act as "protecting an adult's right to live in safety, free from abuse and neglect"

Safeguarding Disciplinary Regulations - means the procedures approved by the Board for handling safeguarding Children or Young People and Adult at Risk cases.

Safeguarding/Welfare Officer (for the Club/County/Region) - the person with lead responsibility within a Club/County/Region for ensuring safe recruitment, that the appropriate DBS checks are completed by personnel; communicating safeguarding awareness, advising on

good practice and acting on concerns, in accordance with the England Netball Safeguarding Policies.

Staff - means those employed or holding any other form of contract with England Netball whether on full time, part time or zero hours contracts.

Wellbeing – a person’s state of mental and physical health and resilience

Volunteer(s) - means any person who gives their time and talents freely to make netball happen and is not paid more than out of pocket expenses. For the avoidance of doubt this means, any person providing assistance or support to England Netball, County or Regional Netball Associations, leagues or Clubs from time to time otherwise than as Staff and including but not limited to any person providing assistance at Leagues / competitions / tournaments / Clubs.

LEGISLATIVE FRAMEWORK

The practices and procedures within the England Netball Safeguarding Adults at Risk in Netball Policy, procedures and guidance documents are based on the principles contained within the UK legislation and Government Guidance.

- England - The Care Act 2014
- The Protection of Freedoms Act 2012
- Domestic Violence, Crime and Victims (Amendment) Act 2012
- The Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006
- England and Wales - Mental Capacity Act 2005
- Sexual Offences Act 1956 & 2003
- The Human Rights Act 1998
- The Data Protection Act 1998
- The General Data Protection Regulation 2016

WHAT IS ABUSE?

Physical Abuse

Includes hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.

Sexual Abuse

Including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

Financial or Material Abuse

Including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Neglect

Including ignoring medical or physical care needs, failure to provide access to appropriate health social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Emotional or Psychological Abuse

This includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, gaslighting, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

Self-neglect

This covers a wide range of behaviour: neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

Modern Slavery

Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive, and force individuals into a life of abuse, servitude and inhumane treatment.

Domestic Abuse

Including psychological, physical, sexual, financial and emotional abuse. It also includes so called 'honour' based violence and coercive, controlling behaviour. Sport may notice a power imbalance between a participant and a family member.

Discriminatory

Discrimination is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the protected characteristics of the Equality Act.

Organisational Abuse

Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Not included in the Care Act 2014 but also relevant:

Cyber Bullying – cyberbullying occurs when someone repeatedly makes fun of another person online or repeatedly picks on another person through emails or text messages or uses online forums or social media platforms with the intention of harming, damaging, humiliating or isolating another person. It can be used to carry out many different types of bullying (such as racist bullying, homophobic bullying, or bullying related to special educational needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use technology as a means to do it.

Forced Marriage - Is a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. A forced marriage differs from an arranged marriage, in which both parties consent to the assistance of a third party in identifying a spouse. The Anti-social Behaviour, Crime and Policing Act 2014 make it a criminal offence to force someone to marry.

Female Genital Mutilation – A procedure, which is illegal in the UK, where female genital organs are injured or changed with no medical reason. It is often a very traumatic and violent act, which can cause immediate and/or long-term health consequences. There are four different types of FGM.

Mate Crime / Cuckooing - A 'mate crime' as defined by the Safety Net Project is 'when vulnerable people are befriended by members of the community who go on to exploit and take advantage of them. It may not be an illegal act but still has a negative effect on the individual.' Mate Crime is carried out by someone the adult knows and often happens in private. In recent years there have been a number of Serious Case Reviews relating to people with a learning disability who were murdered or seriously harmed by people who purported to be their friend.

Radicalisation - The aim of radicalisation is to attract people to their reasoning, inspire new recruits and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship, or through social media.

Abuse can happen inside and outside the home, but wherever it happens, everyone has a responsibility to act to protect the individual from harm. Abuse results in harm to an individual's physical, mental or emotional health and/or development. It can be committed by an adult or young person and be by intentional act or a failure to act.

Familiarising yourself with these forms of abuse and considering what you see and hear may be a sign that there is cause for concern, will help you make assessment of whether you need to report your concern. Click here for information on AMEND LINK [Recognising Signs of Abuse](#) and on how to [Report a Concern](#).

IF YOU HAVE ANY CONCERNS, REPORT THEM. Specially trained individuals will determine the support and action required. In the world of sport, there are numerous occasions when abuse may occur, intentionally or unintentionally. Some concerns may fall under the umbrella term "poor practice"; NEW LINK this is still a Safeguarding concern, but not necessarily abuse. Your concern may be most appropriately dealt with at a local level, with support from the Lead Safeguarding Officer.

ROLES AND RESPONSIBILITIES

SAFEGUARDING IS EVERYONE'S RESPONSIBILITY AND YOU SHOULD RESPOND TO ANY SAFEGUARDING CONCERN YOU BECOME AWARE OF

England Netball fulfils its safeguarding responsibilities by providing advice and guidance to all those in netball and by working in partnership with Members, connected participants, Volunteers, Staff and anyone carrying out Recognised and Authorised Netball Activity, and external agencies, including statutory authorities.

England Netball has an appointed Lead Safeguarding Officer, who is responsible for formulating the organisation's approach to safeguarding; developing the work programme to implement this policy; providing advice, guidance and resources to the sport of netball to ensure a consistent level of awareness of Safeguarding, and, who is the point of contact for all concerns raised, and to liaise with statutory agencies and other partners.

England Netball has a Case Management Group (CMG) through which the investigation of the more complex cases will be overseen. They have a key role in the conduct of Safeguarding Disciplinary Cases. This Group is chaired by an appointed member and has the input of the Board champion for safety and welfare, key EN Staff and external, independent experts.

Regional Management Boards promote and educate on Safeguarding practice in their Region. Through regional implementation plans they commit to working with England Netball to promote Safeguarding training throughout their Region.

England Netball is committed to 'making safeguarding personal', recognising that adult Safeguarding should be person led and outcome focused. We all have different preferences, histories, circumstances and lifestyles so it is unhelpful to prescribe a process that must be followed whenever a concern is raised. Instead, individuals should be engaged in a conversation about how best to respond to their Safeguarding situation in a way that enhances involvement, choice and control, as well as improving quality of life, well-being and safety.

Wherever possible Safeguarding concerns will be discussed with the affected person to get their view of what they would like to happen, and they should be involved in the Safeguarding process, giving their consent to share information outside of the organisation where necessary.

Clubs and organisations delivering netball activity are responsible for ensuring the environment in which young people engage in netball is a safe one, providing them with a fun experience. Clubs must appoint a Club Safeguarding/Welfare Officer and provide them with the training, support and resources necessary to fulfil their role. They must ensure that all those who carry out regulated activity have up to date DBS checks and are cleared to work with young people and adults at risk.

Click [here](#) for DBS Guidance.

DUTY OF CARE

England Netball accepts its duty of care for all Adults at Risk in the sport of netball and welcomes the Duty of Care in Sport Review (2017). This means we will take reasonable measures to

ensure that their participation in activities, which they are invited or permitted to participate in, is safe and enjoyable.

Responsibilities of Clubs and Organisations Delivering Netball Activity

Clubs and organisations delivering netball activity have a responsibility to take all reasonable care for the safety of the Adults at Risk involved with their event. They need to consider the reasonable steps which should be taken to show they have acted to a reasonable standard of care. This should include:

- Adopting the policies and procedures of England Netball into the Club constitution;
- Ensuring that every member of the Club is aware of who the Club Safeguarding/Welfare Officer is;
- Familiarisation with the Safeguarding Adults at Risk in Netball Policy;
- Ensuring relevant training is provided and kept up to date for Club Safeguarding/Welfare Officers, coaches and members of the Club; and
- Ensuring everyone knows how to use the [Reporting a Concern](#) process

There should also be:-

- A current register of attendees;
- A current register of contact details, including emergency contacts;
- Confidentially retained records of any medical conditions, allergies, special needs etc. for all individuals
- First aid provision available at all times, both at the club and when off site, and a trained First Aider in attendance;
- Appropriate personnel in place, appointed in accordance with the Recruitment and Selection of policy
- Current risk assessments for the premises and activities carried out.

Coaches have a duty of care to ensure that the activities they organise are appropriate to the capabilities of each individual present. They should adhere to the standards set for them by the qualifications they have achieved and not seek to operate at a level which is beyond their current qualification. (for example, a Level 1 coach taking a session unsupervised by a Level 2 coach).

WELLBEING

Many concerns about the welfare of Adults at Risk are about their general health and happiness, their Wellbeing, rather than about issues of potential abuse. England Netball believes that sport offers many positives in the lives of all its participants and that caring about the welfare of Adults at Risk is part of the Safeguarding duty which we all have; be available to listen and to offer advice.

We recognise that not all issues will meet the social services thresholds for intervention and that local support may be the most effective way of helping the individual. We can assist with identifying and supporting the Adult at Risk by raising levels of awareness and acting as a sign posting service to resources and organisations which provide support.

More information on health and Wellbeing here:

- [Female Health - NetballHer.-](#)
- [Wellbeing](#)
- [Conscious Inclusion](#)

LINKS TO SUPPORT

Ann Craft Trust (ACT)

Provides advice to anyone who has a query about the protection of vulnerable children and adults, including professionals, parents, carers and family members. Tel: 0115 951 5400

www.anncrafttrust.org

Mind 0300 123 3393 – www.mind.org.uk/information-support/helplines/ - If you or someone you know is going through a difficult time, Mind can offer support with different mental health problems.

Shout – [Shout – UK's 24/7 Crisis Text Service for Mental Health Support |](#) - 24/7 text service for adults and children

Citizens Advice Bureau

Providing free information and advice about legal, financial and a host of other issues Contact your local branch. Tel: 0844 847 2638 www.citizensadvice.org.uk

Karma Nirvana

Karma Nirvana supports victims and survivors of forced marriage and honour based abuse; support includes an advice line. Tel: 0800 5999 247 www.karmanirvana.org.uk

National Domestic Violence Freephone Helpline

Free 24hr National Domestic Violence Helpline, run in partnership between Women's Aid and Refuge, is a national service for women experiencing domestic violence, their family, friends, colleagues and others calling on their behalf. Tel: 0808 2000 247

www.nationaldomesticviolencehelpline.org.uk

Samaritans

Samaritans volunteers listen in confidence to anyone in any type of emotional distress, without judging or telling people what to do. Tel: 08457 90 90 90 [Samaritans | Every life lost to suicide is a tragedy | Here to listen](#)

The Forced Marriage Unit

Part of the Foreign and Commonwealth Office, provides information, multi agency guidelines and an advice line for victims, friends, relatives and professionals. Tel: 0207 008 0151

www.fco.gov.uk/forcedmarriage

Women's Aid

Provides support and information in relation to domestic violence. Tel: 0808 2000 247
www.womensaid.org.uk

CONTACT ENGLAND NETBALL

If you believe an Adult at Risk is in danger or at immediate risk of harm, contact the Police and other relevant emergency services by calling 999.

Report a concern to England Netball via besafe@englandnetball.co.uk 01509277911

Policy Review

The LSO is responsible for reviewing and updating this policy in line with legislation or statutory changes. This policy document will remain in force until it is amended, replaced or withdrawn.

The practices and procedures within the England Netball Safeguarding Adults Policy, procedures and guidance documents are based on the principles contained within the UK legislation and Government Guidance.

All relevant concerns, allegations, complaints and their outcome should be notified to the England Netball Lead Safeguarding Officer at besafe@englandnetball.co.uk