



GOOD PRACTICE WHEN WORKING WITH YOUNG PEOPLE



Protection is not just Equipment – Safeguarding the Lacrosse Community

England Lacrosse provides a range of good practice guidance for working with young people in several areas including:

**General do's and don'ts
Additional vulnerability
Position of trust
Supervision and communication, including social media
Changing rooms
Transport
Sources of other best practice guidance**

GOOD PRACTICE WHEN WORKING WITH YOUNG PEOPLE DO'S AND DON'TS

England Lacrosse acknowledges that good practice when dealing with young people is essential. All people working with young people are expected to adhere to the following guidelines.

DO:

- Always be publicly open when working with young people. Ensure that whenever possible there is more than one adult present during activities with young people, or at least that you are in sight or hearing of others.
- Manual support is rarely required in the sport of lacrosse. If an adult feels that it is necessary the reasons should be clearly explained to the young person, and if possible, the parents/carers, and their consent gained. Be aware that any physical contact with a young person may be misinterpreted.
- Treat all young people with respect.
- Provide an example of good conduct you wish others to follow
- Respect a young person's right to personal privacy, encourages young people and adults to feel comfortable and caring enough to point out attitudes or behaviour that they do not like.
- Remember that someone else might misinterpret your actions, no matter how well intentioned.
- Be aware that some young people are additionally vulnerable, this could be due to several factors including disability, sexual orientation, their elite status, language culture
- Challenge unacceptable behaviour and report all allegations/suspensions of abuse.

DO NOT (EXCEPT IN AN EMERGENCY)

- Spend excessive amounts of time alone with young people away from others
- Take young people alone on car journeys, however short
- Take young people to your home where they will be alone with you.

If cases arise where these situations are unavoidable, they should occur only with the full knowledge and consent of the young person's parents. Where someone has had to act outside England Lacrosse guidance in an emergency, this should be reported to your Welfare Officer.

You should never:

- Engage in rough, physical, or sexually provocative games
- Allow or engage in any inappropriate physical or verbal contact with young people
- Allow young people to use inappropriate language unchallenged
- Make sexually suggestive comments to a young person, even in fun
- Allow allegations of a young person to go unchallenged, unrecorded, or not acted upon
- Do things of a personal nature for young people that they can do for themselves

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- Invite or allow young people to stay with you at your home unsupervised
- Allow any form of bullying or bad behaviour by young people
- Allow yourself to be drawn into inappropriate attention-seeking behaviour or make suggestive or derogatory remarks or gestures in front of young people.
- Jump to conclusions about others without checking first
- Either exaggerate or trivialise child abuse issues

You should give guidance and support to inexperienced helpers.

If you accidentally hurt a young person, the young person seems distressed in any manner, appears to be sexually aroused by your actions, or misunderstands or misinterprets something you have done, report any such incident as soon as possible to another colleague and make a brief note of it. Parents or guardians should be informed of the incident.

It is strongly recommended that you do not work completely alone with groups of young people. Enlist the support of others – assistants, parents/carers.

This guidance is in addition to England Lacrosse's Code of Ethics and Behaviour, go to www.Englandlacrosse.co.uk/safeguarding

Safeguarding Young People with additional vulnerability

The following young people may be additionally vulnerable:

- Deaf and disabled participants
- Young athletes from minority ethnic communities
- Those who do not speak England as a first language
- Elite athletes
- Young lesbian, gay and transgender athletes

The reason that these young people have increased vulnerability is:

- Increased likelihood of social isolation
- Few outside contacts than other young people
- Dependency on others for practical assistance in daily living
- Impaired capacity to resist, avoid or understand abuse
- Speech and language to tell others what is happening
- Limited access for someone to discuss to
- Particular vulnerability to bullying

What makes young elite athletes vulnerable?

- More intense, dependant relationship with coach
- Higher stakes – for young person and family
- More away, overnight trips and travel abroad
- Less family and social / other support network
- Relatively isolated

FURTHER INFORMATION: Go to www.Englandlacrosse.co.uk

England Lacrosse has policies on: -

- Equality
- Transgender

The CPSU has a DVD resource entitled: 'Including deaf and disabled young people in sport' - Go to www.thecspu.org.uk

Positions of trust

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All adults who work with young people in lacrosse are in a position of trust, which has been invested in them by parents, the sport, and the young person. This relationship can be described as one in which the adult is in a position of power and influence by their position.

Positions of trust in lacrosse will include young leaders, coaches at all levels, captains, Team Manager, umpires, referees, coaches, and mentors. This list is not exhaustive

Within lacrosse, most adults in a position of trust recognise that there are certain boundaries in their relationship with a young person that must not be crossed in terms of the relationship with the young player. The relationship is no different to that between a schoolteacher and the pupils in their care. Adults must not encourage a physical or

emotionally dependant relationship to develop between the person in a position of trust and the young person in their care.

All those within the club have a duty to raise concerns about the behaviour of any member of the lacrosse community which may be harmful to the young people in their care, without prejudice to their own position.

SEXUAL ACTIVITY

Within sport, as within other activities, sexual relationships can and do occur. All members of the lacrosse community must be aware of the law relating to sexual behaviour and observe England Lacrosse's Code of Ethics and Behaviour.

Inappropriate or criminal sexual behaviour committed by young people may result in disciplinary action as well as being investigated under local authority safeguarding procedures for children and young people who sexually abuse.

Sexual relationships between adults and children under the age of 16 are illegal. Relationships between adults and young people over the age of 16 raise serious questions about the power imbalance inherent in the relationship. A coach or other adult in a position of authority has significant power over a young person's career. Under the Sexual Offences Act 2003, this could constitute abuse of a position of trust and contravenes England Lacrosse's Safeguarding Policy and Code of Ethics and Behaviour.

Inappropriate or illegal behaviour will lead to suspension and disciplinary action and will be referred to the Police/Children's Social Care for investigation.

Supervision of Young People

Principles that underpin good practice for supervision of young people are as follows:

It is the responsibility of those commissioning, planning, or providing sessions/activities to ensure that those running the activity are suitable to do so. For example:

- They have undertaken an appropriate recruitment and selection process, this may include a DBS check (depending on the role)
- They have insurance appropriate to the activity
- They have adopted and are implementing codes of conduct
- They have an appropriate qualification for the activity
- They understand their responsibility to safeguard children
- They undertake training appropriate to the role they are doing

Leadership, coaching and officiating awards create opportunities for young people to develop their coaching or technical skills and sense of responsibility. However, this should not result in these young people being given full or lead responsibility for managing groups of children. Under 18 coaches or officials should be in addition to those appropriate adults with responsibility for supervising the activity. The organisation's duty of care and Safeguarding and Protecting Young People policy extend to all under 18s, whether they are participants, coaches, or officials.

Whatever the recommended ratio of adults to participants is, a minimum of two adults should be present. This ensures at least basic cover in the event of something impacting on the availability of one of the adults during the activity (in the event of a participant requiring the attention of an adult during the activity following an accident for example).

In the planning of all activities, and regardless of any other assessments that may be required (for example of equipment or for Health and Safety purposes), a risk assessment should be undertaken which specifically informs decision-making about appropriate supervision levels.

Key factors to assess include:

- Age of children
- Additional supervision/support needs of some or all participants (for example due to disability)
- Competence/experience of participants for the specific activity
- Nature of activity
- Nature of venue (whether closed and exclusive, or open and accessible to members of the public).

Recommended minimum supervision ratios:

Children under 8 years old:

Based on government guidance for the provision of out of care childcare for children under 8 years old (Out of School Care: Guidance to the National Standards, OFSTED 2005)

One adult to 8 young people (with a minimum 2 adults)

Children over 8 years old:

One adult to 12 young people (with a minimum of 2 adults)

All clubs should have First Aid provision by ensuring:

- There is a qualified First Aider on site
- First aid boxes are up to date and accessible
- There is an AED available where possible
- There is access to a phone to contact the emergency services if required

Communication with Young People

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When communicating with young people it is recommended that you:

- Contact players only when necessary
- If players need to be contacted urgently i.e. a change in training arrangement, set up a grapevine system
- Copy parents into written communication (i.e. letters or e-mails)
- Speak with a player and their parents if there is a need to communicate information in relation to playing, training or competition
- Clearly state the club's policy on communication, including social media (see guidance below) with young people and their parents/carers

You should avoid:

- Contacting a young person unnecessarily
- Contacting young people by phone, text, or e-mail. This should never be undertaken without parental consent
- Emailing young people directly as individuals (can be done as part of a disclosed list, once permission is gained to do so)
- Using text as a medium of contact with a young person individually
- Making or receiving calls on a mobile phone during training or at competition (coach). It is inappropriate to compromise the safety of a session
- Emailing one young person without copying in parents, other players, or club members
- Allowing any young person to be part of your personal social networking sites.

DO'S AND DON'TS FOR THE USE OF SOCIAL NETWORKING SITES

England Lacrosse recognises the use of social networking sites to allow people to engage, connect and disseminate information virally to a network of individuals. Whilst these technologies provide exciting opportunities, if they are misused, they can have negative consequences. It is therefore important for anyone who has a position of trust over young people within lacrosse to give careful consideration to their use of social networking sites.



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The following are some guidelines to consider when using social networking sites such as WHATSAPP a popular instant messaging app, which lets you send messages, images and videos to friends. You can have 1-1 conversations as well as group chats.

The app is being increasingly used within lacrosse as a useful communication tool. This guidance recognises good practice for using the app and highlights some risk when using it with u18's

DO	DON'T
<ul style="list-style-type: none">• Have a coach set the group up (allowing admin rights)• Tell athlete what the app is/isn't to be used for• Inform parents of it's intended use• Get the team to agree how the app is to be used i.e. no picture only lacrosse orientated content• Keep language appropriate	<ul style="list-style-type: none">• Assume everyone is on WhatsApp• Use the app for private messaging• Use the app to replace formal feedback

CONCERNS FOR USING WHATSAPP

INDIVIDUALS HAVING ACCESS TO EVERYONE'S NUMBER. In some environments this may allow individuals to contact each other in a negative way e.g. bullying in a performance environment

INDIVIDUALS NOT USING WHATSAPP If a member of the team doesn't use the app, will they miss out on important information>

UPDATE – Since May 2018, the age limit for the use of WhatsApp has been increased from 13 to 16 in order to comply with the General Data Protection Regulations (GDPR)



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TRANSPORTATION

Dropping off and collecting young players at the club/training session

- Coaches and club staff will be responsible for young people in their care.
- It is the responsibility of parent/carer to transport their child/children to and from the club.
- It is not the coach or volunteer's responsibility to transport young people to and from the club.
- The club must receive permission from parents/carers for young people to participate in all competitions and away fixtures/events.
- The club will provide a timetable of activities at the beginning of a season and notify parents/carers of any changes to this timetable in writing where practically possible.
- The club will require emergency contact numbers for parents/carers.
- The club adopts and publicises a late collection policy (see points in the right-hand column).
- The club will provide the parents/carers with a contact number, which may be used if the parent/carer will be late to collect their child/children.
- The club will ask parents/legal guardian to complete a form providing contact details, information about their child/children, i.e. medical details, etc.

Late collection

If a parent /carer are late, the club will:

- Attempt to contact the parent/carer
- Check the club contact number for any information regarding the young person
- Wait with the young person at the club, with wherever possible other staff/volunteers or parents
- Remind parents/carers of the policy relating to late collection
- Report the situation to Social Services or the Police if parents/carers remain uncontactable.

Staff/volunteers should avoid:

- Taking the child home or to any other location
- Asking the child to wait in a vehicle or the club with you alone
- Sending the child home with another person without permission.

Private cars

It is strongly advised that private cars, other than those of parents, are not used by coaches, club volunteers, team managers, and umpires to transport young players at any time, either to and from a training session, or to away fixtures. If for any reason this is the only feasible method of transport, the following guidelines must be followed:

- Drivers must ensure the safety of passengers
- Drivers must ensure that their vehicle is roadworthy and that they have a valid licence and insurance cover
- Drivers must only use vehicles with seat belts and ensure that their passengers are wearing these when in transit
- Drivers must be aware of their legal obligations when transporting young players
- Parents/guardians/carers must give written permission if their child/children are being transported in another adult car
- Clear information on the expected time of departure and arrivals needs to be communicated to relevant people, i.e. parents/guardians/carers
- Drivers should not be alone with a young person in the car at any time. If this situation arises, drivers need to ensure that the young person is in the back of the car

Hiring transport

When booking transport for an away fixture you will need to remember the following points:

- Passenger safety
- Competence of the driver and whether the driver holds an appropriate valid licence
- Number of driving hours for the journey and length of the drivers' day including non-driving hours
- Whether more than one driver is required
- Type of journey, traffic conditions, weather, appropriate insurance cover
- Journey time, distance, and stopping points

Supervision requirements

- Suitability of transport if the team includes disabled players

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- Drivers will need to take breaks and be aware of emergency procedures

ADDITIONAL INFORMATION

The Child Protection in Sport Unit (CPSU) provide resources, video's, and best practice guidance on a range of subjects including: -

Self-Harm

Parental Behaviour

Spectator Behaviour

Safeguarding deaf and disabled children in sport (a multimedia learning resource)

Go to www.thecpsu.org.uk for more information

England Lacrosse's Code of Ethics and Behaviour (Respect) go to www.englishlacrosse.co.uk/governance/respect

CHANGING ROOMS

The following guidelines should be adhered to:

- Players aged 10 and under must be supervised always in changing rooms by two members of staff, of the same gender as the players
- Adults working with young teams, including volunteers, coaches, umpires, or staff, should not change or shower at the same time when using the same facility as young players
- Mixed gender teams must have access to separate male and female changing rooms (or arrange to use them at different times)
- If young players play for adult teams, they and their parents must be informed of the club's policy on changing arrangements
- Young people are uncomfortable changing or showering in public, no pressure should be placed on them to do so. Encourage them to do this at home
- If your club has disabled players, involve them and their parents/carers in deciding how, if applicable, they wish to be assisted to change and ensure they provide full consent to any support or assistance required
- If you have young leaders (under 18) involved in running sessions for other young people it is not appropriate for them to change together (they are in a position of trust), make alternative arrangements for them to change (i.e. before/after other young people or change at home).
- If adults and young people need to share a changing facility, the club must have consent from the parents that their child/children can share a changing room with adults in the club



YOUNG PEOPLE PLAYING IN SENIOR TEAMS GUIDANCE

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Introduction:

England Lacrosse (EL) believe that all players should be provided with opportunities to improve their lacrosse. Young individuals playing club lacrosse are often introduced to senior teams and development sides, allowing them to gain experience playing with and against older players. This step up can be pivotal to their lacrosse playing career however decision can be made hastily without proper consideration for the young person involved.

Regulations

As agreed by NLC and the England Lacrosse Board 2018, that junior boys may not play for a senior men's team until they reach their 16th birthday and girls may not play for senior women's team until they reach their 14th birthday until further notice (Juniors playing in adult league teams, 2018)

Whilst we understand that young people develop physically at different times, we can be certain that their emotional and psychological state prior to the age of 14 if female and 16 if male is unlikely to be mature enough to support them adequately in an adult competition. Furthermore, it seems sensible to have a concrete age for young adults to regulate participation and avoid subjective decisions.

CONSIDERING THE YOUNG PERSON

All clubs should recognise that they have a duty of care towards all young members of the club. Young people need to be consulted before any decision is made to include them within an adult team.

Over Training – young players may have their age group training session on top of an expectation to attend senior club training and matches causing a training overload meaning a risk of long-term injury and fatigue.

Willingness to play – A young person's willingness to play can mean they switch between games resulting in attending a number of away games in a row

Playing Position – young players are often played in unfamiliar position, for example a promising young low defender may be played as a midfielder in order to be 'blooded' into an adult team. Whilst learning all positions is to be encouraged as is interchange through playing lines, denying them the chance to develop their game within the increase pressure of a new environment through playing strings, denying them the chance to develop the chance to develop their game within the increase pressure of a new environment is not helpful to their development. Playing minutes – sometimes a young player will be given brief shifts of a few minutes here and there. This is not helpful to their learning and is physically poor practice.

Parent Pressure – It's essential that sports clubs communicate regularly with parents so that both coach and parent work towards the same goals. Guidance around how to achieve this is available at: <https://thecpsu.org.uk/help-advice/topics/parents-in-sports/>

FREQUENTLY ASKED QUESTIONS

Who is responsible for the young adult?

Normally the Captain however this doesn't have to be. The nominated person needs to be someone who can communicate with young players and will support them whilst acting in their best interest in that playing environment (on and off the pitch). Permission needs to be gained before giving lifts in a personal vehicle. Adults, and U18's alone in a car is not recommended.

Does the captain of the team require a DBS?

Yes, if the young person is likely to feature in the team for most of the season.

What do you (as a club) need to consider?

Make parents aware of how young people involvement works within the club. Do you have development ideas?

Are the Captains/Team Managers aware of the social environment that the young person will be placed in e.g. involving alcohol?

Who is responsible for holding emergency medical information?

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Either the Captain or a nominated member of the team should be given all medical information when travelling to away fixtures.

SUPPORTING GUIDANCE

Photography – juniors playing on senior teams are more likely to be involved in content that appear in newspapers or social media. For more information on this see [Photography](#).

Changing Rooms – arrangements for changing pre and post game can vary especially when travelling to away games. See **Changing Rooms Sections**

Communication – notification of selection/availability should always include parents when young people are involved.

GUIDANCE FOR TAKING AND USING PHOTOGRAPHIC AND RECORDED IMAGES OF YOUNG PEOPLE



INTRODUCTION

Positive images of young people enjoying lacrosse are essential to promote the sport and a healthy lifestyle. Parents/carers want to celebrate the achievements of their children through photographs and recorded images. Use of recorded images can also be a valuable coaching aid. England Lacrosse, is committed to providing a safe environment for all young people and it is therefore committed to ensuring that all necessary steps are taken to protect young people from the inappropriate or uninformed use of their images in resources and media publications, on the internet and elsewhere.

Photographic and recorded images can also be used as a means to identifying people if accompanied by personal information. Additionally, images can be used or adapted for inappropriate use. This includes any device that is equipped to capture and record images (e.g. digital camera, video recorder, mobile phone, tablets etc) both live and delayed.

Guidance for implementing good practice on taking and use of photographic and recorded images

A clear statement should be written, publicised and promoted for all lacrosse activities, which includes “the interests and welfare of young people taking part in lacrosse is paramount”.

TAKING AND/OR PUBLISHING OF PHOTOGRAPHIC AND RECORDED IMAGES OF YOUNG PEOPLE:

- Written consent to take and use images should be obtained from the player and parents/legal guardians. See Photo Consent Form (for clubs).
- If the player is named, avoid using their photograph that enables the image and name to be linked
- If a photograph is used, avoid naming the player
- NEVER publish personal details (email addresses, telephone numbers, addresses or other information relating to the location) of a young person.
- Only use images of players in suitable dress
- Focus on the activity rather than a particular young person and where possible use photographs that represent the broad range of young people taking part in lacrosse.

This might include:

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- Boys and girls
- Ethnic minority communities
- Young people with disabilities
- Ensure that images reflect positive aspects of young people's involvement in lacrosse.
- The simultaneous streaming of images onto a website is not recommended. Delayed streaming also provides the opportunity for editing on inappropriate clips in particular, this can guard against the possibility of an image of a young person. Subject to legal restrictions appearing on a website
- Reasonable measures should be taken to ensure that the information stored is secured against malicious access, either internal or external eg hackers or malicious code.

USE OF PHOTOGRAPIC OR RECORD IMAGE EQUIPMENT AT LACROSSE EVENTS

In addition to the good practice in taking and publishing images of young people, the following is recommended.

- A registration system is used for individuals wishing to take photographic or recorded images, individuals should register where any device is being used (this includes mobile phones). Ideally individuals should provide formal identification e.g. driving license.
- Registration should include a question as to how the images will be used after the event i.e. personal family use, club website, social networking etc. See Photo Consent Form (events)
- Where a mobile phone camera is being used, the 'audible sound' of an image being taken should be used.
- Issue the registered photographer with clear identification that must be worn at all times. It is advisable to ensure that where regular events occur, the identifying label is changed to prevent unofficial replication.
- Public information. The specific details concerning photographic/video and filming equipment should, where possible, be published prominently in event programmes and must be announced over the public address system prior to the start of the event. In addition, or where a public address system is not in use, it is recommended that notice regarding the event's photography registration policy are displayed prominently.

Sample recommended wording is:

In line with the recommendation in England Lacrosse's safeguarding and Protecting Young People Policy and associated good practice, the promoters of this event request that any person wishing to take photographic or recorded images should register their details with XXXXXX (who) at the XXXXXXXX (place) before carrying out any such activity. The organiser reserves the right to challenge and report anyone they deem to be taking inappropriate images

IF USING A PROFESSIONAL PHOTOGRAPHER OR INVITING THE PRESS

- Prior to the event, the individual should be screened as you would any other employee or volunteer for their suitability. Proof of their position as a professional photographer should be requested
- Provide a clear brief/training about what is considered appropriate, in terms of picture content and their behaviour around the players
- Supervision and mentoring of the photographer may be required
- Everyone should be aware that the photographer will
- Ensure that you have received their consent to both the taking and publication of photographs

DO NOT

- Allow unsupervised one-to-one photo sessions at events
- Allow photo sessions outside of the event or at the players home

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IF SOMEONE IS TAKING PHOTOS OR RECORDING IMAGES WITHOUT HAVING REGISTERED:

- Ask the individual who they are and why they are taking photos/recording images without having registered
- Any concerns should be reported to the Welfare Officer
- If the individual becomes abusive or aggressive, when being questioned, report to the Police

USE OF PHOTOGRAPHIC OR RECORDED IMAGE EQUIPEMENT AS A COACHING AID:

- Written consent should be obtained from the player and parents/legal guardians to take and use images
- Players and their parents/carers should be aware that this is part of the coaching programme and clear of the purpose of filming as a coaching aid.
- In a competition environment, you should inform the opposition of the intent to use recording equipment and its purpose, before competition starts

5 RULES TO REMEMBER

- 1. If a player is named, avoid using their photograph**
- 2. If a photograph is used, avoid naming the player
NEVER publish personal details such as telephone numbers or address**
- 3. Ensure those featured are appropriately dressed**
- 4. Represent a broad range of young people in the shot
rather than focus on individuals**
- 5. NO CONSENT, NO PHOTO!**

ADVICE ON PLANNING, EVENTS, ACTIVITIES, COMPETITIONS AND TOURS.



If you are organising an event at club/county or regional level you are advised to download the NSPCC Child Protection in Sport (CPSU) e-guidance Safe Sports Events, Activities and Competitions from:

www.thecpsu.org.uk/library/2017/safe-sports-events-activities-and-competitions

There are situations such as training camps, residential tournaments and tours where adults are placed in positions of trust. The expectations of adults in positions of trust may vary dependent on the activity i.e. Coach or Team Manager at an inter-club match compared to the responsibilities of the Coach or Team Manager at a competition being played outside England which requires extensive travel arrangements and residential planning.

The following points to consider include information from the CPSU e-guidance

BEFORE

1. A safe recruitment process is stated and used to recruit all staff/volunteers involved in the event, activity, competition or tour. This includes the appointing of a named person to lead the event, activity competition or tour and someone with the lead responsibility for safeguarding. Details of how these people will be deployed including ratios of adults to young people and male/female ratios.
2. A detailed Welfare Plan is written and outlines the expectations of everyone involved and how the Welfare Plan will be implemented. The Welfare Plan will have some key information (how participants register to take part, how a safe environment for children is ensured, detail regarding the codes of conduct).
3. Written parental consent for young people joining the event, activity, competition or tour. This should include medical, photography and dietary and emergency contact details.
4. A detailed programme providing details for young people and parents/carers of the event, activity, competition or tour, this includes information regarding appropriate clothing/kit.

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5. Codes of Conduct are clear guidelines regarding the behaviour and expectations of everyone involved, these are published and agreed (this includes adults and young people). The code should say how social media will be used for the duration of the event, activity, competition or tour. It should also clearly state the sanctions that will be imposed if the Code of Conduct is breached. This can be part of the overarching Welfare Plan.

A SAFE RECRUITMENT PROCESS IS
USED FOR ALL STAFF/VOLUNTEERS
INVOLVED IN AN EVENT

DURING

1. Regular reference to the Welfare Plan as the key document for the running of the event, activity, competition or tour and modelling of good safeguarding practice.
2. Promotion of the reporting procedures for responding to and reporting concerns that are identified
3. Implementation of the event, activity, competition or tour schedule ensuring young people have access to regular breaks, intake of liquid and food in relation to the length of the day and intensity of the practices/games.
4. Young people are always supervised, preferably by two or more adults.
5. Young people should be aware of where to access first aid and/or medical personnel and withdrawn from play if injured.
6. Establish the fire and emergency procedures for all aspects of the event, activity, competition or tour.
7. Increased awareness of young people with additional vulnerabilities and their engagement in the event, activity, competition or tour. See the “Additional Vulnerabilities” section <https://thecpsu.org.uk/resource-library/best-practice/additional-vulnerability-and-support-planning>.



TRAVEL AND OVERNIGHT STAYS

(in addition to the points to consider already stated, Section F of the CPSU e-guidance Safe sports events, activities and competitions relates specifically to Away fixtures, day trips and overnights stays)

1. The Welfare Plan provides practical guidance for travel and overnight stays based around the information gathered through the risk assessment.
2. Residential facilities are adequate for the age and number of young people and there is a separate sleeping facility for supervising adults.
3. Facilities for showering (if shared) must be carefully managed with separate time slots for young people and adults, this should form part of the best practice behaviour detailed in the Codes of Conduct.

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4. Check access to other facilities including bars (room mini-bars), fitness suites, internet, television and the package of channels that can be accessed.
5. Established clear arrangements for meals, arrivals and departures.

ANTI-BULLYING GUIDANCE

Everyone has the right to be treated with respect. England Lacrosse is committed to creating and maintaining an environment in which all young people involved in lacrosse are free from bullying



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BULLYING IN ANY FORM IS UNACCEPTABLE

England Lacrosse Role

England Lacrosse is committed to supporting its affiliated clubs and associations to implement guidance through the provision of appropriate access to education and training and supporting documentation.

England Lacrosse is also committed to ensuring that concerns relating to bullying of young people in lacrosse are taken seriously and acted upon swiftly and appropriately. To achieve this, England Lacrosse has developed procedures for reporting concerns, which can be found in the separate document titled "Reporting Procedures". England Lacrosse may refer concerns to the relevant statutory agencies, instigate proceedings under its own Complaints and Disciplinary Regulations or refer the matter to a club or association for resolution as appropriate.

BULLYING

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical, but it results in distress to the victim. Instances of bullying can occur not only between young people but also from adults to young people; this includes a parent/guardian to their own child

BULLYING CAN BE:

EMOTIONAL

Persistently being unfriendly, excluding, tormenting, threatening gestures

PHYSICAL

Pushing, kicking, hitting, punching or any other violence

RACIST

Racial taunts or language, graffiti, gestures

HOMOPHOBIC

Because of, or focusing on the issue of sexuality

VERBAL

Name-calling, sarcasm, spreading rumours, teasing

CYBER

All areas of the internet (including social networking sites), email and text messaging, misuse of technology i.e. manipulation of digital images

It should be noted that bullying may not only occur through face to face contact. Some bullying may be illegal and necessitate a report to police/children's social care.

SEXTING

May also be known as cybersex, sending a naked picture or a 'selfie'

- Is the sending and receiving of self-generated sexually explicit images, videos or text messages through mobile phones or this may be via a webcam over the internet.
- Young people often feel pressurised into sending a sexting image or message believing it is what is expected of them
- Young people may see this as a harmless activity; however, this can have a long-lasting implications as there is no control about how it is passed on
- The images may never be completely removed from the internet and could be found in the future e.g. when applying for university or a job (Childline and the Internet Watch Foundation (IWF) have formed a partnership to help young people remove images from the internet)
- **IT IS ILLEGAL!** By creating and sending the image a young person is 'producing and distributing child abuse images' and risk being prosecuted (even if the image is taken and shared with their permission)
- For more information regarding sexting visit the Safeguarding section of the England Lacrosse website

Protection is not just Equipment – Safeguarding the Lacrosse Community

PRINCIPLES

- Everyone should understand what bullying is and England Lacrosse's anti-bullying guidance
- Bullying of any kind is not acceptable and should not be tolerated by anyone within Lacrosse Community, any organisation providing lacrosse opportunities for young people
- Any incident or concern of bullying must be acted upon swiftly



IMPLEMENTATION OF GOOD PRACTICE AND USE OF ANTI-BULLYING GUIDANCE

RAISE AWARENESS

Raise awareness with all members and players within the club

Promote a clear statement e.g. We are committed to providing a caring, friendly and safe environment for all our players so they can participate in a relaxed and secure environment

Put posters on the notice board

Ensure all young players know that they can talk to someone if they are worried

Actively promote the name of your Welfare Officer

GUIDANCE

Ensure that all club members, players, coaches, volunteers and parents/carers of junior members have a copy of the guidance

Adopt an anti-bullying guidance within the clubs terms of reference (constitutions)

CODE OF ETHICS AND BEHAVIOUR

Ensure that the Code of Ethics and Behaviour clearly states that behaviour which constitutes bullying will not be accepted.

Ensure that all coaches, staff and volunteers have signed up to the Code of Ethics and Behaviour

Protection is not just Equipment – Safeguarding the Lacrosse Community

THE FOLLOWING ACTION MAY BE TAKEN

Depending on the incident it may be appropriate to involve parents/guardians or the school (or possibly the Police)

An attempt will be made to help the bully/bullies change their behaviour, this may involve the bully(s) apologising and the the situation being monitored

It may be appropriate to lead some trianing that is indirectly linked to the Club Anti-Bullying guidance e.g. a session on respect and the benefits for lacrosse teams or a reminder of the behaviour expectatiosn in the Clud Code of Conduct

Remind the adult club memebtrs of modelling good practice in their behaviour towards each other

If the situation is not or cannot be resolved through mediation, training or mentoring the England Lacrosse Lead Safeguardng Consultant may manage the incident following the England Lacrosse Complaints and Disciplinary Reguarations.

REVIEW, MONITOR AND EVALUATE

Take lessons learnt from incidents nd re-evaluate the polucy as required

Maitnain an ongoing poster campaign

Ensure all club members, players, coaches, volunteers and parents/caesr of junior members are kept up to date with any changes

Invite feedback from club members, players, coaches, volunteers and parents/carers of junior members about the policy and its impact

ORGANISATION	CONTACT DETAILS	FURTHER INFORMATION
SafeNetwork	http://www.safenetwork.org.uk	Guidance on how to deal with sexting
Kidscape	0207 730 3300 www.kidscape.org.uk	Anti-Bullying Guidance
ChildLine	0800 1111 www.childline.org.uk	A private and confidential advice service for children
NSPCC	0808 800 5000 www.nspcc.org.uk	A charity campaigning against cruelty to children
Internet Watch Foundation (IWF)	www.iwf.org.uk	Report criminal online content
The Cybersmile Foundation	0845 688 7277 www.cybersmile.org	Combating online bullying
Bullying UK	0808 800 2222 www.bullying.co.uk	Advce and support for those being bullied

ORDER OF ACTIONS RECOMMENDED WHEN REPORTING CONCERNS

Separate the young people involved and ensure safety

Is medical attention required

- apply First Aid or in more serious cases call an ambulance and inform the doctor that there is a child protection concern

Implement good practice when intervening and enlist additional adult support to gather the facts (preferably the welfare officer and both parents/carers)

Talk and listen to those involved independently in a non-threatening environment. Inform parents

Ensure all facts gathered are objective and recorded

Monitor the behaviour of all parties involved

Welfare Officer will determine appropriate action depending on seriousness support by either another Welfare Officer or a person in a similar role

If the incident is an adult bullying a young person, the Welfare Officer will report the incident to the England Lacrosse Lead Safeguarding Consultant who will:

Make a decision on the method and process for the managing of the incident

Manage the situation with the support of the Welfare Officer

All reported incidents of bullying behaviour or threat of bullying must be investigated at the appropriate level