

Child Protection and Anti-Bullying Statements

East Grinstead Volleyball Club has adopted the Volleyball England policy on 'Safeguarding & Protecting Young People Policy and Good Practice Guidance'. A full copy can be provided on request or obtained from; http://www.volleyballengland.org/about_us/safeguarding/policy_and_guidance. A Young Person/child is defined as anyone less than 18 years of age.

Overriding Principles of the policy are:

1. A young person's welfare is paramount.
2. A young person, regardless of age, ability or disability, gender reassignment, race, religion or belief, sex, social status or sexual orientation has a right to be protected from abuse.
3. The rights, dignity and worth of a young person should always be respected.
4. Deaf and disabled young people have an increased vulnerability and are up to four times more likely to be abused than other young people (Sullivan & Knutson 2000). It is essential to be additionally aware of their safeguarding needs and there may be situations where there is a need to take extra measures.
5. East Grinstead Volleyball Club promotes a culture where everyone is free to speak out regarding concerns; everyone within volleyball must report all concerns in accordance with Volleyball England's reporting procedures.
6. It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility within volleyball to report concerns.

Coaches/Leaders should ensure Good Practice by:

- Ensuring the facilities and surroundings are safe, well maintained and adequate for the number of players. This includes light restrictions when playing outdoors.
- Adequate changing and showering facilities, where applicable.
- All children should have adequate breaks for the length of the day and intensity of the practice/game.
- Children are not put in physical danger through inappropriate grouping.
- Ensure adults take care when participating in games with young people.
- Children should not play more than is desirable for their age and/or ability.
- All children should be made aware of the importance of proper procedures for the intake of liquid and food.
- All children are adequately protected from the effects of the weather, particularly the sun.
- All children should wear appropriate kit.
- Making sure parents are aware of start and finish times and never leave a child alone whilst waiting to be collected.
- Having available emergency contact numbers and medical details of the players.
- Using only experienced/qualified coaches with adequate third party liability insurance.

Reporting Procedures:

In the event of an accident or concern please refer to the following

- Volleyball England Guidelines for recognising and dealing with an accident/incident
- East Grinstead Volleyball Club Accident reporting form
- Club safeguarding Referral Form / Volleyball England (Found on website)

Anti-Bullying Charter

Bullying of any kind is not acceptable within volleyball and should not be tolerated.

East Grinstead Volleyball Club is committed to the following anti-bullying charter to prevent and manage bullying behaviour by adopting the aims of Volleyball England's 'Block It Out' charter.

We will:

- Respond appropriately and effectively to incidents of bullying.
- Listen and respond to young people's concerns and take appropriate action.
- Take parents/carers' concerns seriously and respond effectively.
- Ensure all staff and volunteers are suitably trained to deal with any incidents.

We aim:

- To create a positive, participative environment for young people.
- To encourage safe, accessible and challenging opportunities for young people.
- To ensure that all young people are able to participate freely in a safe, caring environment.

To achieve this we will:

- Ensure that a young person-centered environment is created during activities.
- Emphasise the positive social values of participation, sharing, helping and encouraging.
- Promote justice and equality in all activities.
- Establish clear ground rules/boundaries for activities.
- Ensure that all staff, coaches, volunteers and officials are offered appropriate training on behaviour management and bullying awareness.
- Work towards continuously improving the quality of activities.

We are committed to taking positive steps to eliminate bullying incidents within activities. To achieve this we will encourage all participants to behave according to applicable agreed codes of conduct, which will provide a framework of acceptable behaviour.

All participants agree to abide by the following:

- We will not tolerate bullying or harassment of any kind.
- We will be accepting of others regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or social status.
- We will not ignore an incident of bullying and will take all signs of bullying seriously.

- We will use a 'time out' if we feel angry or under pressure, or just need time to calm down.
- We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
- We will not join in fights or disturbances.
- We will report any bullying incident to a member of staff/official immediately.
- We will not judge others on the way they speak, their social behaviour, appearance or their ability.
- We will remember that everyone matters, including ourselves.
- We will encourage all young people to speak and share their concerns.
- We will encourage our staff, coaches, volunteers & officials to be vigilant & observant at all times.

If incidents of bullying are witnessed our staff, coaches, volunteers and officials will respond by following the procedures set out in the Volleyball England Safeguarding & Protecting Young People Policy.