

# Policies and statements

## Safeguarding, Welfare and Equity Statements

### Sports Equity Statement

East Grinstead Volleyball Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Volleyball England definition of sports equity:

1. Volleyball England supports the principle of equal opportunities for all participants, member, representatives and employees whilst working for, or on behalf of the EVA. It opposes all forms of unlawful and unfair discrimination on the grounds of age, colour, race nationality, religion, ethnic or national origin, gender, marital status, sexuality, or unrelated criminal convictions, or disability.
2. East Grinstead Volleyball Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
3. East Grinstead Volleyball Club is committed to everyone having the right to enjoy Volleyball in an environment free from threat of intimidation, harassment and abuse.
4. All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
5. East Grinstead Volleyball Club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

### Welfare Statement

The welfare of all our players is extremely important to East Grinstead Volleyball Club. All of our coaches are registered with Volleyball England for the season. All club coaches and volunteers working with Under 18 players also hold a current Volleyball England DBS check.

Any concerns or queries regarding youth welfare should be directed to Jasmin Wagstaff, who has attended recognised Child Protection training. To contact Jasmin, please email [committee@eastgrinsteadvolleyball.co.uk](mailto:committee@eastgrinsteadvolleyball.co.uk) with 'FAO- Welfare' in the Subject line.

We ask all players, coaches and parents to read and abide by the following codes of conduct.

East Grinstead Volleyball Club's Child Protection and Anti-Bullying Statements are available on request or for download from the EGVC website.

### Code of Conduct for Players

All players must:

- Always adhere to the positive aspects of the sport and show respect for match officials, volunteers, coaches and opposing players.
- Accept responsibility for their own behaviour and performance during training and

matches; representing the club in a positive way.

- Represent East Grinstead Volleyball Club in a positive way at all times.
- Respect and look after training and playing areas at all time, leaving the venues the way that they were found.
- Abide by the instructions of their coach and officials, provided that they do not contradict the spirit of their code of conduct.
- Use correct and proper language at all times.
- Accept success and failure, victory and defeat equally.
- Make every effort to attend club training sessions and matches.
- Inform the coach for training sessions and the captain for matches if unable to attend.
- Resist any temptation to take prohibited substances or use prohibited techniques.
- Support other club members both on and off court.
- Respect all club members in line with the Equity Policy.
- Ensure all fees are paid promptly.

## **Code of Conduct for Youth Players**

Additional to the Player Code of Conduct, children and young people are expected to:

- Be loyal and give their friends a second chance.
- Be friendly and particularly welcoming to new members.
- Be supportive and committed to other team members, offer comfort when required.
- Keep yourself safe.
- Report inappropriate behaviour or risky situations for youth members.
- Play fairly and be trustworthy.
- Make your club a **fun** place to be.
- Keep within the defined boundary of the playing/coaching area.
- Show respect to other youth members/leaders and show team spirit.
- Take care of equipment owned by the club.
- Refrain from the use of bad language or racial/sectarian references. This includes bullying using new technologies like chat-rooms or texting.
- Not get involved in inappropriate peer pressure and push others into something they do not want to do.
- Refrain from bullying or persistent use of rough and dangerous play.
- Keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Wear suitable kit for training and match sessions.
- Pay any fees for training or events promptly.
- Not smoke on club premises or whilst representing the club at competitions.
- Not consume alcohol or drugs of any kind on the club premises or whilst representing the club.

## **Code of Conduct for Coaches**

Good ethical conduct and practice summarised below. East Grinstead Club Handbook: All volunteers and officials must:

- Consider the well being and safety of participants before the development of performance.
- Develop an appropriate working relationship with performers, based on mutual trust and

respect.

- Make sure all activities are appropriate to the age and ability taking part.
- Promote the positive aspects of volleyball, e.g. fair play.
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines set down by Volleyball England and the club.
- Hold the appropriate, valid qualifications and insurance cover.
- Never exert undue influence over performers to obtain personal benefit or reward.

## **Code of Conduct for Parents and Guardians**

- Encourage your child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help your child to recognise good performance, not just results.
- Never force your child to take part in volleyball.
- Set a good example by recognising fair play and applauding the good performances of all.
- Never punish or belittle a child for losing or making mistakes.
- Publicly accept officials' judgements.
- Support your child's involvement and help them to enjoy their volleyball.
- Use correct and proper language at all times.
- Ensure all fees are paid promptly.

## **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](http://www.volleyballengland.org/about_us/safeguarding/policy_and_guidance). A Young Person/child is defined as anyone less than 18yrs of age.

### **Overriding Principles of the policy**

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 and 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.**