1. **Policy Statement**

Banbury Blues Netball Club is committed to creating and maintaining a **safe and positive environment** for all young people and adults at risk who participate in our activities.

We accept our responsibility to safeguard the welfare of all members by protecting them from **abuse, neglect, or poor practice**.

This policy applies to **all members, volunteers, coaches, umpires, parents/guardians, and spectators** involved in the club.

1. **Aims**
* Ensure all children and vulnerable adults can enjoy netball in a safe environment.
* Provide clear procedures for responding to safeguarding concerns.
* Recruit, train, and support volunteers and staff appropriately.
* Work in partnership with parents, England Netball, and statutory agencies when needed.
1. **Key Principles**
* **The welfare of the child is paramount.**
* All children, regardless of age, gender, race, disability, religion, sexual orientation, or socio-economic status, have the right to protection.
* Everyone has a responsibility to safeguard children and promote their welfare.
* Concerns will be taken seriously and dealt with promptly, fairly, and appropriately.
* Confidentiality will be maintained on a need-to-know basis only.
1. **Roles & Responsibilities**

*Banbury Blues Club Committee*

* Ensure safeguarding policies and procedures are in place, implemented, and reviewed annually.
* Support the Club Welfare Officer in their role.

*Club Welfare Officer (CWO)*

* Act as the **first point of contact** for any safeguarding concerns.
* Promote awareness of safeguarding throughout the club.
* Maintain up-to-date training (e.g., Safeguarding & Protecting Children, Time to Listen).
* Liaise with England Netball Safeguarding Team and statutory agencies where required.

*Coaches, Volunteers, Umpires*

* Adhere to the **England Netball Codes of Conduct**.
* Complete **DBS checks** and safeguarding training where appropriate.
* Report any concerns immediately to the CWO.
* Ensure a 2nd adult is always present with Junior members and no lifts etc are permitted without parental authorisation.

*Parents & Guardians*

* Ensure children are dropped off and collected safely.
* Encourage positive behaviour and respect for all.

*Players*

* Treat others with respect, both on and off the court.
* Report any concerns about themselves or others to the Club Welfare Officer, coach, or trusted adult.
1. **Safe Recruitment**
* All coaches, umpires, and volunteers working with young people must complete:
	+ An enhanced **DBS check** (where eligible)
	+ **References** verification
	+ Safeguarding training (minimum every 3 years)
* Roles and responsibilities must be clearly outlined.
1. **Responding to Concerns**

If a child or vulnerable adult is in **immediate danger**, call **999**.

Otherwise, concerns should be reported as follows:

1. Report to the **Banbury Blues Club Welfare Officer** as soon as possible.
2. If the CWO is unavailable, contact the **England Netball Safeguarding Team** (besafe@englandnetball.co.uk / 01509 277850 (choose option 6)) or through their online form - [EN Report a safeguarding concern](https://help.centre.englandnetball.co.uk/wiki/spaces/EKC/pages/447971368/Report%2Ba%2Bsafeguarding%2Bconcern).
3. The CWO will follow England Netball’s reporting procedures and, if necessary, inform statutory agencies (Local Authority Designated Officer, Social Services, Police).

No member should investigate concerns themselves.

1. **Codes of Conduct**

All members, coaches, parents, and officials must follow the club’s **Codes of Conduct**, which promote respect, fairness, and wellbeing.

1. **Confidentiality & Record Keeping**
* All concerns will be documented on England Netball’s online **Incident Reporting Form**.
* Records will be kept securely by the Welfare Officer and shared only with those who need to know.
1. **Communication & Photography**
* Written consent will be obtained from parents/guardians before taking or using photographs of junior members.
* Social media use must comply with England Netball’s **Photography & Media Policy**.
1. **Review**

The club follows the guidance and rules of England Netball and will refer to them as necessary. This policy will be reviewed annually or sooner if there are significant changes in legislation, guidance, or club operations.