

STANDARDS FOR CHILD WELLBEING AND PROTECTION IN SPORT

All children have the right to rest, leisure and play (Article 31, UNCRC). This includes the right to be provided with appropriate and equal opportunities for recreational and leisure activity.

Sport provides an avenue for realising this right by offering fun, enjoyment and achievement for children at all levels, from grassroots to elite participation. Access to sport and leisure activities supports a range of rights under the UNCRC, including the right to health, the right to join groups and clubs, and the right for children and young people to have their voices heard.

The Standards for Child Wellbeing and Protection in Sport sets out 8 Standards and minimum criteria to set the bar and help sports organisations ensure children experience these rights in a safe environment.

1. Every child's voice is taken into account

- We understand that children and young people have a right to express their views and have these taken into account in decisions that affect them
- We listen and take into account what children and young people say, because we know this is important for their safety and wellbeing
- We give children and young people information they can understand about what to expect in their sport to keep them safe

Article 12, 17 & 31 of the UNCRC

- 1.1 We give children and young people opportunities to tell us what they think and prefer while taking part in our sport, and we consider these opinions when making decisions that affect them
- 1.2 We give children and young people child-friendly safeguarding information, including what to expect from their coach, and how to tell someone about a concern.

2. Every child's rights and wellbeing are promoted, supported and safeguarded

- By putting the rights and wellbeing of the child or young person first, we set a positive safeguarding culture. This includes making sure that all decisions have the best interests of children and young people at their centre.
- We recognise that early help and support can prevent wellbeing concerns from escalating into child protection concerns
- We have procedures in place to manage child wellbeing concerns.

All UNCRC articles, in particular Article 3, 19 and 31

Wellbeing means a child being safe, healthy, achieving, nurtured, active, respected, responsible and included (SHANARRI)

N.B. 'all groups' within the sports organisation include: volunteers/staff working with children and young people; parents/carers; children and young people

- 2.1 We ask all groups to sign up to their relevant code of conduct, which outlines appropriate behaviour.
- 2.2 We make all groups aware of the procedure for responding to concerns so that they know what to do and where to get help when there is a child **wellbeing** concern arising from within or outwith our sport (this includes knowing what to do if a child wellbeing concern escalates into a child protection concern).
- 2.3 We make all groups aware of who the Child Wellbeing & Protection Officer (CWPO) is and how to contact them to talk about a child **wellbeing** concern.
- 2.4 We have an anti-bullying policy in place that all groups are made aware of.
- 2.5 Where applicable, we have the following good practice guidelines for working with children and young people, that volunteers and staff are made aware:
 - Physical Contact when Coaching
 - First Aid and Treatment of Injuries
 - Sexual Activity and Relationships
 - Transporting Children and Young People
 - Collection by Parents/Carers
 - Trips Away from Home
 - Clubhouses and Changing Room Supervision
 - Safeguarding Volunteers Aged 17 Years or Under
 - Digital Communication and Social Media
 - Photography and Filming
- 2.6 We record and securely store all allegations of poor practice.
- 2.7 We have a disciplinary procedure in place, which includes a process for referrals to Disclosure Scotland to deal with misconduct by a volunteer/staff member relating to a child or young person.

3. Every child is protected from abuse

- We help all children and young people to feel safe and protected while participating in our sport by treating them with respect and being transparent in our work
- We ensure that children and young people are listened to and taken seriously when they make a disclosure about abuse
- We have procedures in place to raise and refer concerns about possible abuse

Article 16, 19 and 34 of the UNCRC

N.B. 'all groups' within the sports organisation include: volunteers/staff working with children and young people; parents/carers; children and young people

- 3.1 We ask all groups to sign up to their relevant code of conduct, which outlines appropriate behaviour.
- 3.2 We make all groups aware of the procedure for responding to concerns so that they know what to do and where to get help when there is a **child protection** concern arising from within or outwith our sport.
- 3.3 We make all groups aware of who the Child Wellbeing & Protection Officer is and how and when to contact them to raise concerns about possible **abuse**.
- 3.4 We record and securely store all allegations of suspected child **abuse**.
- 3.5 We have a disciplinary procedure in place, which includes a process for referrals to Disclosure Scotland to deal with misconduct by a volunteer/staff member relating to a child/young person.

4. Every child is respected without discrimination

- We take proactive steps to help remove barriers to children and young people accessing our sport
- We take appropriate measures to prevent children and young people experiencing discrimination
- We always challenge discriminatory behaviour/practice towards a child or young person

Article 2 of the UNCRC

- 4.1 We have a policy in place to include and support children and young people from a diverse range of backgrounds and circumstances.

5. Every child has volunteers and staff working alongside them who have been considered suitable to work with children and young people

- Our volunteers and staff have been through an appropriate appointment and selection process and are considered suitable to work with children and young people
- All our volunteers and staff in regulated roles are members of the Protecting Vulnerable Groups (PVG) Scheme

Article 3 & 19 of the UNCRC

5.1 All individuals applying for a role (paid or unpaid) within our organisation go through an appropriate appointment and selection process that includes:

- Being given a role description
- Completing a registration/application process and providing suitable references
- Having a discussion to help us assess their suitability, including finding out about relevant qualifications and experience of working with children and young people
- Those in a regulated role with children being subject to a full PVG Scheme Record or update where applicable

5.2 We have two named roles within our organisation to make the appointment decision in cases where information comes up on a PVG check. Where appropriate, we seek external support, for example, from VSDS or Disclosure Scotland.

6. Every child has sports coaches and volunteers who are well supported and trained

- We provide all necessary information, guidance and training to volunteers and staff working with or making decisions with children and young people
- We have a culture of encouraging positive practice and challenging poor practice

Article 4, 19 & 29 of the UNCRC

- 6.1 Our induction for new volunteers/staff includes information about how to contact the CWPO and a requirement to sign up to the code of conduct and child wellbeing and protection policies.
- 6.2 We make sure those working with and making decisions about children and young people (including officials, where applicable) attend child wellbeing and protection training and keep their certificate up to date.
- 6.3 We keep records of child wellbeing and protection training, including expiry dates, for all volunteers/staff.
- 6.4 To help keep knowledge up to date, we share relevant child wellbeing and protection information and updates with those working with children and young people.
- 6.5 We have a CWPO for volunteers/staff to speak to about any concerns regarding the wellbeing and protection of children and young people.
- 6.6 We have one other named person in the sports organisation who the CWPO can discuss child wellbeing and protection matters with or who can be contacted if the CWPO is unavailable.
- 6.7 Our CWPO has:
 - a role description
 - attended Child Wellbeing and Protection in Sport Training (CWPS) or equivalent
 - attended Child Wellbeing and Protection Officer Training (CWPO) or equivalent
 - has representation on the board/committee

7. Every child's sports organisation is managed well and accountable for keeping children and young people safe

- Our board/committee sets a child-centred culture in our sport and is accountable for all decisions made relating to children and young people
- We build relationships within and outwith our sport to support us in safeguarding children and young people
- Our policies and procedures are fully implemented and regularly reviewed to ensure they are fit for purpose

All UNCRC articles, in particular Article 3

- 7.1 All our board/committee members attend an induction and relevant training to ensure they are clear about their role and responsibilities in protecting children and young people and setting a positive safeguarding culture.
- 7.2 Our board/committee's position on child wellbeing and protection is clearly communicated, including acknowledging accountability for the implementation of our child wellbeing and protection policies and procedures.
- 7.3 All our child wellbeing and protection policies and procedures are approved by the board/committee and kept up to date by reviewing them 3 yearly, when legislation/government guidance changes or following an incident.
- 7.4 We have a standing item on the agenda so that the board/committee is kept up to date on all relevant child wellbeing and protection matters.
- 7.5 We have a management structure in place where there are clear roles and responsibilities and lines of reporting for all our volunteers/staff to raise both wellbeing and child protection concerns.
- 7.6 Wherever possible, our sports organisation makes contact/builds relationships with sources of support, for example, governing bodies, sports clubs, Children 1st's Child Wellbeing & Protection in Sport service, local police or social work services.

8. Every child's sports organisation evaluates how it safeguards children and young people and makes improvements where necessary

- We review the management of all child wellbeing and protection concerns regularly and make changes to our policy or practice where necessary
- To help us keep improving and maintaining a positive safeguarding culture, we listen to the views and suggestions of stakeholders, including children and young people

Articles 12, 19 & 31 of the UNCRC

- 8.1 We have a written procedure for reviewing how child wellbeing and protection concerns were managed, to identify gaps and inform future policy and practice.