



**BRITISH
WEIGHT LIFTING**

Guidance for Coaches

PROTECTING THE LIFTING COMMUNITY
BRITISH WEIGHT LIFTING

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This guidance has been produced specifically for coaches who provide opportunities for young people in lifting, either in junior and or youth sections or as a member of an adult club or mixed squad training camps.

This is where young people gain most of their lifting knowledge, not only by developing their lifting – specific skills but also gaining life skills, communication, confidence and team work. This guidance aims to give coaches the information they need to provide a safe and positive environment for all young people.

As a BWL coach you will develop strong positive relationships with young people and become a role model. You should adopt the highest standards, as you have a vital role in providing a fun and safe environment in which young people can enjoy their lifting experience.

You must be aware of your duty of care and current good practice guidance. This will safeguard and protect the young people you coach and reduce the potential for misunderstandings and inappropriate allegations being made.

Every individual and organisation within BWL Community has a role and a responsibility to ensure the safety and welfare of young people.

Coaches that have regular contact with young people should familiarise themselves with BWL's Child Protection Policy and Procedures, which is available to download from: www.britishweightlifting.org

These guidelines aim to help coaches adopt practical and sensible policies, procedures and good practice. Working together we can protect and promote the welfare of all young people in lifting so they can enjoy the sport free from all forms of exploitation.

Terminology

Young person: This refers to anyone under the age of 18 and /or vulnerable adult.

Parent: The term parent applies to the person or persons with legal responsibility for a young person.

Club: For the purposes of this document the term club is used as a general term to include junior and youth squads and clubs with juniors training in an adult club or at mixed training squad camps. All guidance equally applies to all affiliated organisations.

Lifting: Refers to weightlifting /training and disability Powerlifting.

Position of Trust










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

BWL believes that all young people, under the age of 18, involved in lifting have a basic right to be protected, so that they can enjoy the sport free from all forms of abuse. It therefore seeks to help

protect and promote the welfare of all young people in lifting, by having in place clear policies and guidance for its clubs, associations, individuals and all others involved in the sport.







BWL is committed to creating and maintaining a safe and positive environment for all young people involved in lifting.





Underpinning Principles

-  Lifting should be fun and enjoyable - fair play should be promoted
-  All young people within lifting, regardless of age, sex, race, gender, ability, religious belief, ethnic origin, social status, or sexual orientation have the right to be protected from harm
-  The rights, dignity and worth of all young people should always be respected
-  Everyone who has a concern MUST report it
-  It is the responsibility of the child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility in lifting to report concerns
-  The roles and responsibilities of the statutory agencies in safeguarding young people must be recognised and the procedures of the Local Safeguarding Children Boards must be complied with.
-  Any policy or procedure is only effective as the ability and skill of those who implement it.
-  BWL is committed to encouraging the effective and safe recruitment of all individuals working with young people in lifting. Everyone within in lifting must recognise this and regard it as essential
-  All those working in lifting in a paid or voluntary capacity, must abide by BWL's Code of Ethics and Conduct.




Good Practice

BWL acknowledges that good practice when dealing with young people is essential. All people in a position of trust for young people are expected to adhere to the following guidelines:

-  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
-  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
-  Encourage 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 intended

-  Challenge unacceptable behaviour and report all allegations /suspicions of abuse give guidance and support to inexperienced volunteers
-  agree, with the club, a communication method with young people
-  expect to be asked to complete an enhanced Criminal Records Bureau(CRB) disclosure through BWL
-  be able to present evidence of having attended a sports coach UK Safeguarding and Protecting Children workshop













All people in a position of trust for young people should never:

-  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 only occur with the full knowledge and consent of the young person's parent(s). Where someone has had to act outside of BWL's guidance in an emergency, this should be reported to the Club Welfare or Lead Child Protection Officer.

Poor Practice

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
-  invite or allow young people to stay with you at your home
-  allow bullying or bad behaviour by young people
-  allow yourself to be drawn into inappropriate attention –seeking behaviour
-  make suggestive or derogatory remarks or gestures in front of young people
-  jump to conclusions about others without checking facts
-  either exaggerate or trivialise child abuse issues

 show favouritism to any individual

 believe 'it could never happen to me'

Coaching Delivery Checklist

Do you know your participants?

As a coach it is important that you have relevant details of participants which may affect their involvement in lifting. This includes medical information or particular learning needs/disabilities.

Parents **MUST** complete and sign a consent form providing this information and emergency contact details. Liaise with the Club Welfare Officer and or secretary at your club to ensure this information is up to date.

Is the environment and equipment safe?

A risk assessment should be carried out prior to the training session by either the coach or the competition organiser

Do you have enough support?

Recommended minimum supervision ratios:

Children under 8 years old: 1:8

Children over 8 years old: 1:12

With a minimum of two adults present, the second adult need not be a qualified coach.

This ensures at least basic cover in the event of an emergency. Ratios may vary according to age, participants, venue, and activity. Never coach on your own.

For example a coach when working with a squad of lifters (under 18) must have another adult present.

Are training programmes age appropriate?

Coaches must ensure that the training schedules and exercises they coach are suitable for the age, maturity, experience and ability of the young person. It is recommended that all coaches plan sessions in advance identifying specific outcomes.

Qualifications and Training checklist- do you have the appropriate qualifications?

All coaches/assistant coaches and leaders must hold an up-to-date-BWL recognised Coaching qualification. Assistant Coaches **MUST** hold a minimum of Level 1 BWL Coaching Assistant, a valid BWL Coach Licence and is supervised by a Level 2 Coach (minimum).

A Level 2 BWL Coaching Licence – (BWL Coach Certificate) is required to lead a coaching session.

Please see BWL website where you can download further information regarding BWL Coach Licence Scheme.

Do you have the appropriate training?

All coaches /leaders working with young people are required to attend a Sports Coach UK Safeguarding and Protecting Children Workshop and hold a first aid certificate.

Sportscoach UK Safeguarding and Protecting Children workshops should be renewed every three years. Courses will be regularly held by BWL details of these courses will be available on the website: www.britishweightlifting.org.

Do you have valid insurance cover?

All coaches should hold insurance which covers them for a minimum of £5 million for public liability. BWL coaches who hold a valid licence will be covered as part of their membership.

Have you completed a CRB disclosure through BWL?

All coaches and leaders that have regular, significant access or responsibility for working with young people, in a paid or unpaid voluntary capacity, should complete an enhanced disclosure through BWL. More information is available online.

This is the responsibility of your club or association, you have been asked by them to complete a CRB disclosure.

Do you know you are bound by the British Weight Lifting Code of Ethics and Behaviour?

This code covers all roles within weightlifting, including coaches, lifters, referees, officials, parents and spectators and states expected levels of behaviour within the lifting Community. Make yourself aware of the Code and what it contains. Anyone working within the lifting Community is bound by the Code of Ethics and Behaviour.







Reporting Procedures




As a coach or leader in lifting you are not expected to be an expert in recognition, however all adults working within lifting have a duty of care to be vigilant and respond to suspicions of poor practice, abuse or bullying appropriately.

It is not your responsibility to decide if a child is being abused or poor practice has occurred. Any concerns or allegations will be managed by BWL. However it is your responsibility to report your concerns.

Responding to Concerns










There are a number of reasons a person might need to report a concern:

-  in response to something a young person has said to you- a disclosure
-  in response to signs or suspicions of abuse
-  in response to allegations made against a member of staff or a volunteer
-  in response to allegations made about a parent or someone not working within the sport
-  in response to bullying
-  in response to a breach of the Code of Ethics and Behaviour









-  observation of inappropriate behaviour
-  in response to anything which makes them uncomfortable based on inappropriate behaviour of an adult or changes in behaviour of a young person
-  in response to behaviour contrary to BWL's Safeguarding and Protecting Children Policy and Procedures and Code of Ethics and Behaviour

It is important to note that even if an incident occurs outside of the lifting environment, it should be reported to BWL if the adult or young person concerned is involved in lifting. This is in accordance with standard practice in sport.

Always

-  stay calm
-  reassure the person reporting their concerns that they have done the right thing in telling you
-  keep an open mind
-  listen carefully to what is said and take them seriously
-  find an appropriate early opportunity to explain that it is likely that the information will need to be shared with others- do not promise to keep secrets
-  ask questions for clarification only and at all times avoid asking questions that suggest a particular answer. To help you do this , try asking questions starting with what, how, when, where, who
-  tell them what you will do next with whom the information will be shared
-  report the incident to the Club Welfare Officer or BWL's Lead Child Protection Officer
-  record in writing what was said using the young person's own words as soon as possible, using BWL Incident Report Form

Never

-  panic
-  make promises you cannot keep
-  make the young person repeat the information unnecessarily
-  delay in reporting to your Club Welfare Officer or BWL Lead Child Protection Officer
-  make assumptions
-  approach the identified individual
-  take sole responsibility
-  start investigations of your own

It is acknowledged that taking appropriate action is never easy and the discovery that a member of a club or a colleague may be acting inappropriately, or bullying or abusing a child will raise concerns and emotional feelings for the person reporting the issue and other colleagues. Remember that the safety and welfare of young people is paramount.

It is not your responsibility to decide whether a child is being abused or poor practice has occurred. Any concerns or allegations will be managed by BWL, with the club's co-operation and assistance. It is your responsibility to report your concerns and not to act on them.

Reporting Concerns

Speak to your Club Welfare Officer who will

-  support you
-  listen to you
-  take all concerns seriously
-  believe
-  act immediately within BWL's policies procedures and systems

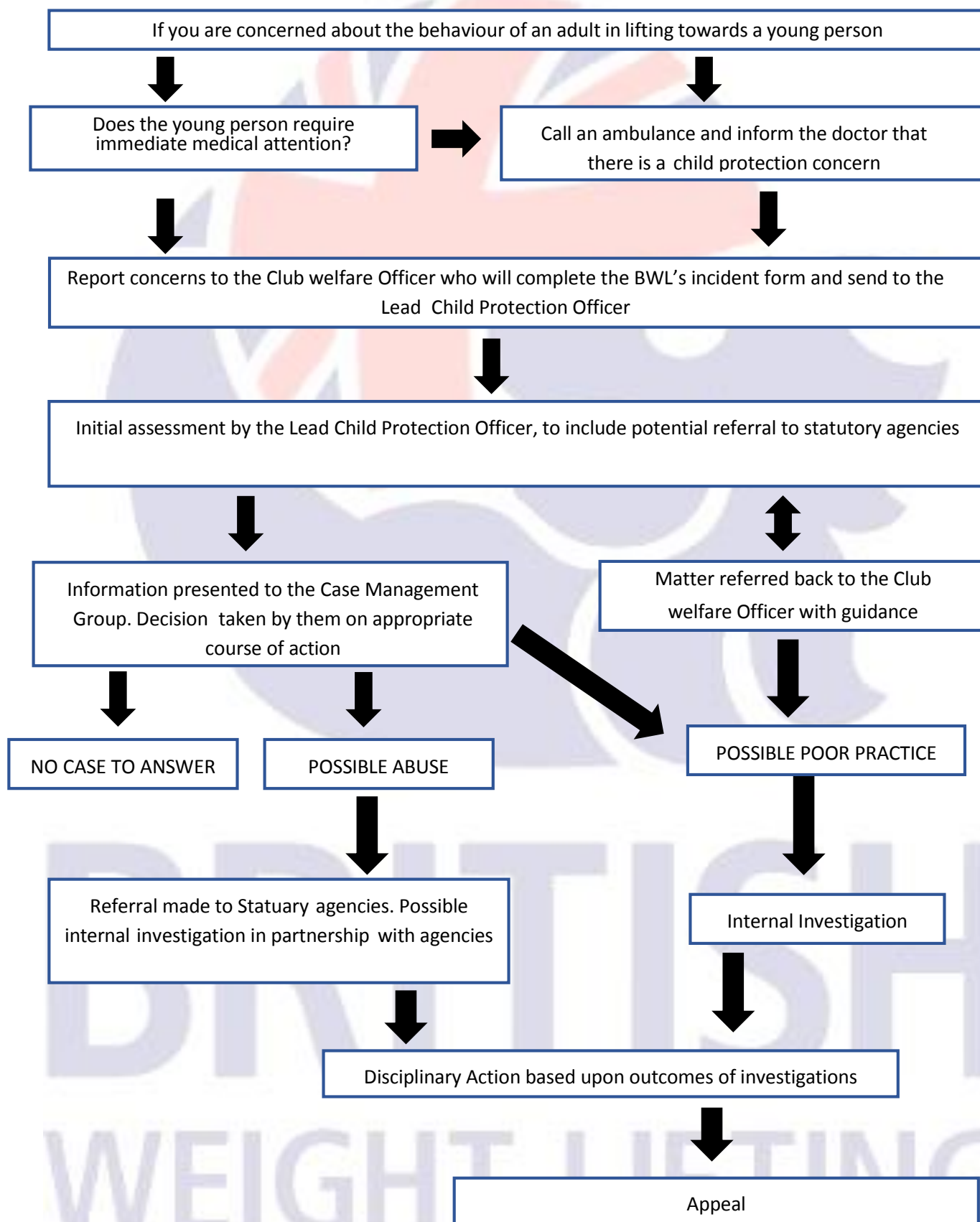
It is important that information regarding the concerns is recorded promptly. To assist with this process, BWL has developed an Incident Report Form which outlines the information that is required.

As soon as possible after concerns have been reported to you, complete the incident form and contact your Club Welfare officer. In their absence or the Club not having an officer- contact BWL Lead Child Protection Officer on telephone number: 0113 224 9402 or email: sue.ward@britishweightlifting.org

If BWL Lead Child Protection Officer is not available and a child is at immediate risk or danger, you must seek advice immediately- do not delay- from your local authority Children's Social Care Department (previously Social Services), or the Police. See pages 12/13 for details.

Reporting Concerns of Possible Abuse WITHIN the Lifting Environment

What to do if you are concerned about the behaviour of any member, volunteer or staff of the British Weight Lifting



Reporting Concerns of Possible Abuse OUTSIDE the Lifting Environment

What to do if you are concerned that a young person is being abused outside the lifting environment, but the concern is identified through that young person's involvement in lifting.

If you are concerned that a young person could be being abused outside the lifting environment



If the young person requires immediate medical attention, call an ambulance and inform the doctor there is a child welfare concern



Report your concern to the Club Welfare Officer or the Lead Child Protection Officer who will refer the matter to the Local Authority (LA) Children's Social Care Department or the Police without delay. Make a record of anything that the child has said or what you have seen, if possible with dates and times.



If the Club Welfare / Lead Child Protection Officer are not available, refer the matter to LA Children's Social Care Department or Police without delay.



Take advice from the LA Children's Social Care Dept or the Police as to whether it is appropriate to discuss the matter with the parents/ legal Carers



Complete a BWL Incident form; copy it to the relevant external agency and the BWL Lead Child Protection Officer

All Processes and Procedures are conducted in accordance with the British Weight Lifting Child Protection Complaints and Disciplinary.

Contact Details- Emergency

Please find Contact details in case of an emergency. Use the spaces below to complete the details for your local contacts for Children's Social Departments (Social Services) and Police.

Organisation	Contact Details	Website
NSPCC Helpline (24 Hrs)	0808 800 5000	www.nspcc.org.uk
BWL Lead Child Protection Officer	0113 224 9402 078334 520 747 Sue.ward@britishweightlifting.org	www.britishweightlifting.org
Your Regional Welfare Officer		
Local Authority Children's Care Dept (Social Services)- ask for Duty Manager		www.everychildmatters.gov.uk/socialcare/safeguarding/lscb
Police (Child Protection Unit)	In an emergency call 999	
Samaritans (will hold Social Services Duty Officers' contact details in an emergency)	08457 9090 090	www.samaritians.org

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Useful Contact Details

The following organisations offer specialist support and advice to young people, parents, individual and organisation.

Organisation	Contact Details	Website	Additional Information
NSPCC- Child Protection in Sport Unit (CPSU)	T: 0116 234 7278 E: cpsu@nspcc.org.uk	www.thecpsu.org.uk	Sport specific advice on safeguarding and protecting young people.
NSPCC 24 hour helpline	0808 800 5000	www.nspcc.org.uk	National Society for the Protection of Children
Victim Support	Helpline: 0845 303 0900	www.victimsupport.org.uk	Provide emotional support information and practical advice for victims and witnesses
The British Association of counselling and psychotherapy	0870 443 5252	www.bacp.co.uk	
Local Safeguarding children's board		www.everychildmatters.gov.uk/safeguarding/lscb	Education and training opportunities
Government Guidance		www.everychildmatters.gov.uk	Government guidance on safeguarding and protecting young people

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If you have any queries or concerns about how this guide affects you, please contact British Weight Lifting Lead Child Protection Officer.

Contact details are as follows:

Phone: 0113 224 9402 or 07834 520 747

Email: sue.ward@britishweightlifting.org

British Weight Lifting will make this document available in another format upon request: Email: sue.ward@britishweightlifting.org

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