

Guidance for Referees and Technical Officials



BRITISH
WEIGHT
LIFTING

This guidance has been produced specifically to provide advice for Technical Officials and Support Staff at competitions with young people in lifting, whether it is in a paid or in an unpaid capacity.

Lifting can, and does have a powerful, and positive influence on people, especially on young people. It provides opportunities for enjoyment and success; it can also develop qualities such as self-esteem, leadership and team work. These effects can only take place if lifting is in the hands of people who place safeguarding and protection of young people first and adopt good practice.

This advice applies in all lifting environments, a junior section or an adult club environment, at competitions, training camps whether they are specifically junior or predominantly adult but involving under -eighteens.

The various roles within refereeing and officiating involve varying levels of contact and responsibility for young people. A lifting referee or official can develop strong positive relationships with young people and will often be seen as a role model.

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

Officials 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

They should also understand the duty of care and current guidance on good practice, and act responsibly when they are around young people. This will safeguard and protect the young people they work with and reduce the potential for misunderstandings and inappropriate allegations being made.

Officials should adopt the highest standards as they have an important role in safeguarding and protecting young people and in an environment in they can enjoy their lifting experience.

Terminology

Young person: This refers to anyone under the age of 18 and 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 can equally apply to all affiliated organisations.

Lifting: Refers to weightlifting /training and disability Powerlifting.

Technical Officials: The term Technical Officials applies to all referees, jury members, technical controllers, time keepers, marshals, speakers and other officials identified in the International and National Technical Rules. Support staffs are loaders, scoreboard operators, and other staff identified for the smooth running of an activity. The guidance applies to all Technical Officials and Support Staff that have regular contact with young people.

Position of Trust

All Officials who work with young people in lifting are in a position of trust which has been invested in them by their parents or the persons with legal responsibility, 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 Behaviour.

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’

Qualifications and Training Checklist

Do you have the appropriate qualifications?

Where appropriate all Technical Officials must hold an up-to-date-BWL recognised qualifications/ registration that are relevant to the role undertaken.

Do you have the appropriate training?

All Technical Officials working with young people are required to attend to Sports Coach UK Safeguarding & Protecting Children Workshop and hold a a First Aid Certificate where appropriate.

Sports coach UK Safeguarding and Protecting Children workshops should be renewed every three years. Courses will be regularly held by Sport coach UK details of these courses will be available on the website:

www.sportcoachuk.org

Do you have valid insurance cover?

All Technical Officials should hold insurance which covers them for a minimum of £10 million for public liability. BWL Technical Officials who hold a valid license will be covered as part of their membership.

Have you completed a DBS disclosure through BWL?

All Technical Officials that regularly work with or are in a position of trust, in relation to young people in a paid or unpaid voluntary capacity, should complete an enhanced disclosure through BWL. More information is available online at www.britishweightlifting.org

Do you know you are bound by the British Weight Lifters' Code of Ethics and Conduct?

This code covers all roles within weightlifting, including Technical Officials, lifters, 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 Conduct.

Reporting Procedures

As a Technical Official 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

- 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 the BWL Referral 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
- Make assumptions
- Approach the alleged abuser
- Take sole responsibility

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 the BWL Lead Child Protection Officer on 0113 224 9402 or email: sue.ward@britishweightlifting.org

If the 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 page 12 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

If you are concerned about the behaviour of an adult in lifting towards a young person



Does the young person require immediate medical attention?



Call an ambulance and inform the doctor that there is a child protection concern



Report concerns to the Club welfare Officer who will complete the BWL's incident form and send to the Lead Child Protection Officer



Initial assessment by the Lead Child Protection Officer, to include potential referral to statutory agencies



Information presented to the Case Management Group. Decision taken by them on appropriate course of action



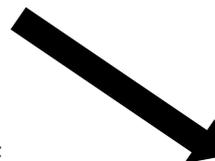
Matter referred back to the Club welfare Officer with guidance



NO CASE TO ANSWER



POSSIBLE ABUSE



POSSIBLE POOR PRACTICE

Referral made to Statuary agencies. Possible internal investigation in partnership with agencies



Internal Investigation



Disciplinary Action based upon outcomes of investigations



Appeal

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.

NSPCC Helpline (24hrs):

Contact No. 0808 800 5000

Website: www.nspcc.org.uk

BWL Lead Child Protection Officer:

Contact No. 01132 249 402/ 07834 520 747

Email: sue.ward@britishweightlifting.org

Website: www.britishweightlifting.org

Local Authority Children's Care Dept.:

Website: www.everychildmatters.gov.uk/socialcare/safeguarding/lscb

Police (Child Protection Unit):

In an Emergency call 999

Samaritans:

Contact No: 08457 9090 090

Website: www.samaritians.org

Useful Contact Details

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

NSPCC- Child Protection in Sport Unit (CPSU):

Contact No. 0116 234 7278

Website: www.thecpsu.org.uk

Sport Specific advice on safeguarding & protecting young people.

Victim Support:

Helpline: 0845 303 0900

Website: www.victimsupport.org.uk

Provide emotional support information and practical advice for victims and witness.

The British Association of Counseling & Psychotherapy:

Contact No: 0870 443 5252

Website: www.bacp.co.uk

Government Guidance:

Website: www.everychildmatters.gov.uk

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: 01132 249 402 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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