

Guidance for Volunteers

This guidance has been produced specifically for volunteers working with young people in lifting.

Every young person has the right to have fun, be safe and be free from harm when participating in any lifting activity.

As a volunteer, you have a role to play in creating and providing an environment in which children and young people can progress and develop. You also have a duty of care to ensure their safety and protection. Providing young people with a positive lifting experience means that they will be more likely to achieve their true potential.

British Weight Lifting's Safeguarding and Protecting Policy and procedures are in place for all affiliated clubs, associations and all others involved in sport.

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

Terminology

Young Person: anyone under the age of 18 and vulnerable adults

Parent: the person or persons with legal responsibility for a young person

Club: for the purpose 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 or at mixed training squad camps. All guidance can apply equally to all affiliated organisations.

Lifting: weightlifting and para-powerlifting training and competitions

Position of trust: all volunteers 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.

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 procedures of the Local Safeguarding Children Boards must be complied with
- Any policy or procedure is only as effective as the ability and skill of those who implement it
- British Weight Lifting is committed to encouraging the effective and safe recruitment of all individuals working with young people in lifting. Everyone within lifting must recognise this and regard it as essential
- All those working in lifting in a paid or voluntary capacity, must abide by BWLs Code of Ethics and Conduct

Good Practice

British Weight Lifting 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 and/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/suspensions 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 Disclosure and Barring Service (DBS) check (formerly CRB) 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 Officer 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 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'

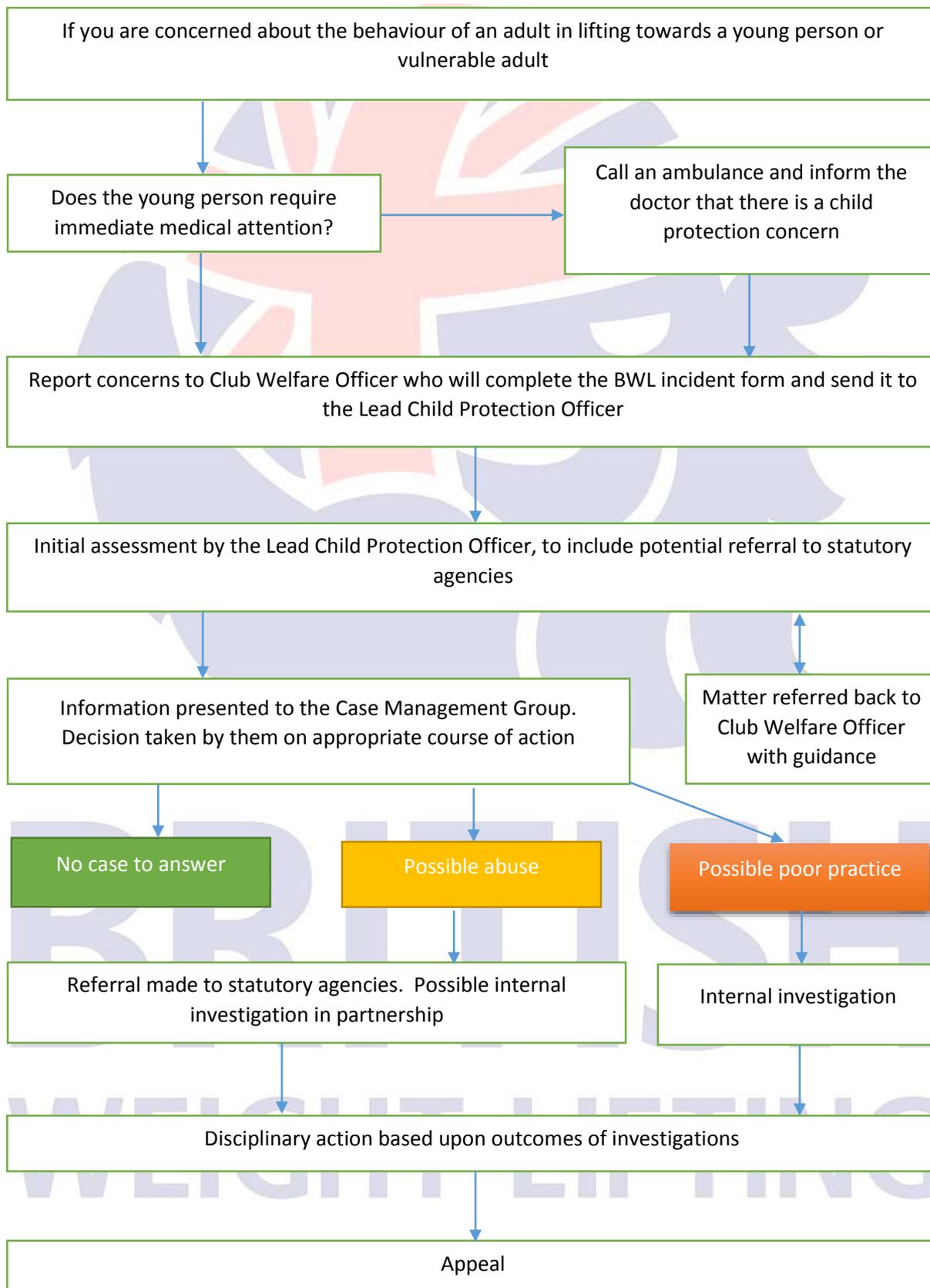
As a volunteer you should

- Be aware of the British Weight Lifting Safeguarding and Protection of Young People and Vulnerable Adults Policy
- Familiarise yourself with BWLs Safeguarding and Protection of Young People and Vulnerable Adults Policy reporting procedures and good practice
- Know your role and responsibilities in relation to young people
- Speak to your club or organisation you are working for and be clear about your role in relation to young people
- Have the appropriate training
- All volunteers that regularly work with young people will be expected to attend a Sports Coach K Safeguarding and Protecting Children workshop. This training should be renewed on a three- yearly basis. Course will be regularly held by BWL, details of these courses will be available on the website: www.britishweightlifting.org
- Know who the Welfare Officer is
 - As a volunteer within the club or region, or at an event, you need to know who the welfare officer is in case you need to report any concerns. If you are unsure, contact the BWL Lead Child Protection Officer on 01132 249 402 or email enquiries@britishweightlifting.org
- Use BWL reporting procedures
 - As a volunteer in lifting you are not expected to be an expert in abuse recognition. However all adults working within lifting have a duty of care to be vigilant and respond appropriately to suspicions of poor practice, abuse or bullying. This does not mean that it is your responsibility to decide if a situation is poor practice, abuse or bullying but it is your responsibility to report your concerns.

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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 at 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 that 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 of 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 the 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

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Emergency Contact Details

Below is a list of contact details for use in emergencies. Use the space below to complete the details for your local contacts for Children's Social Care Department (Social Services) and Police.

Organisation	Contact Details	Website
NSPCC Helpline	0808 800 5000	www.nspcc.org.uk
BWL Lead Child Protection Officer	01132 249 402	www.britishweightlifting.org
Police	999	
Samaritans	08457 909090	www.samaritans.org
Local Authority Children's Social Care Departments (Social Services)		www.everychildmatters.gov.uk/socialcare/safeguarding/lscb



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The following organisations offer specialist support and advice to young people, parents, individuals and organisations:

Organisation	Contact Details	Website	Additional Information
NSPCC Helpline	0808 800 5000	www.nspcc.org.uk	National Society for Prevention of Cruelty to Children
NSPCC – Child Protection in Sport Unit	01162 347 278 cpsu@nspcc.org.uk	www.thecpsu.org.uk	Sport specific advice on safeguarding and protecting young people
Victim Support	0845 3030 900	www.victimsupport.org.uk	Provide emotional support, information and practical advice for victims and witnesses
British Association of Counselling and Psychotherapy	0870 443 5252	www.bacp.co.uk	
Local Authority Children’s Social Care Departments (Social Services)		www.everychildmatters.gov.uk/socialcare/safeguarding/lscb	

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Useful Safeguarding contact details for children and young people.

Organisation Contact Details

Website

Additional Information

NSPCC	0808 800 5000	www.thereforme.com	Support and advice for 12 – 16 year olds via website
Don't hide it		www.donthideit.com	Aimed at young people to find out more abuse and what to do about it
Childline	0800 11 11	www.childline.org.uk	Free helpline for children and young people
Kidscape	0207 730 3300	www.kidscape.org.uk www.bullying.co.uk	Support on bullying

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

Phone: 01132 249 402

Email: enquiries@britishweightlifting.org

Post: C/O Lead Child Protection Officer, British Weight Lifting, Belmont House, 20 Wood Lane, Headingley, Leeds, LS6 2AE

www.britishweightlifting.org

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