



GB Boxing Safeguarding and Protecting Children Policy

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This safeguarding policy should be read in conjunction with the following related policies and procedures:

- Code of conducts
- Social media policy
- Use of photography and film images
- Safer recruitment policy
- Safeguarding disciplinary procedures
- Whistle blowing
- Data protection policy
- Unacceptable behaviour policy
- Equality policy



1.1 Foreword:

GB Boxing (official company name British Amateur Boxing Association) is firmly committed to creating and maintaining safe, fun and positive environments for all children to take part in Boxing. All children are entitled to feel safe, be safe and protected from any form of abuse and neglect and have the right to take part in boxing in a safe, positive and enjoyable environment and to be given the chance to experience the feelings of enjoyment, challenge and achievement that are inherent to our sport. To ensure this, GB Boxing has developed this policy, which is supported by the safeguarding procedures and associated guidance which all participants are expected to comply with, and everyone in the sport accepts their responsibilities to safeguard children from harm and abuse.

This Safeguarding policy applies to all GB Boxing employees, athletes and volunteers who come into contact with children at any activity or event organised by or held under the authority of GB Boxing. As part of GB Boxing's commitment to best practice in the care of children, GB Boxing expects you to comply with the Policy and the regulations contained within it.

Throughout this document the term child is used to cover any individual under the age of 18.

We encourage everyone involved in boxing to read the enclosed information and ensure they are aware of our policy, the relevant Home Nation procedures and their content so that together we continue to build a safe environment for children.

1.2 Duty of care Statement:

GB Boxing accepts our responsibility to meet our duty of care to all children and to safeguard their welfare. GB Boxing consider the safety and wellbeing of children as central to its values. All concerns about children must be acted upon and reported immediately. Where there are concerns and disclosures of abuse against children, we will prioritise the wellbeing of the child and act in accordance with all relevant UK legislation and guidance. Poor practice will be taken extremely seriously and viewed as a breach of our safeguarding policy.

GB Boxing accepts its legal and moral obligation to provide a duty of care, to protect all children and safeguard their welfare, irrespective of age, disability, gender reassignment,



sexual orientation, racial origin, religious belief and sexual identity. GB Boxing recognises its responsibilities both morally and legally under current legislation (including the Children Acts 1989, 2004; the Protection of Children (Scotland) Act 2005 and in accordance with 'Working together to Safeguard Children' 2018 (HM Government).

Failure to comply with our Policy will be addressed without delay and where necessary, GB Boxing or the relevant Home Nation will take Safeguarding Disciplinary Action (as defined in the GB Boxing safeguarding disciplinary procedures which can be found on the GB Boxing website, www.gbboxing.org.uk and associated guidance) against anyone in breach of this Policy.

This Policy operates is also to be read in conjunction with other relevant policies which also provide information and guidance relevant to Safeguarding such as the Codes of Conducts, Ethics, and Unacceptable behaviour policies.

1.3 GB Boxing Roles and Responsibilities

GB Boxing will:

- Build safe and welcoming environments and a safeguarding culture where staff, volunteers, children and their families, treat each other with respect and are comfortable about sharing concerns.
- Appoint a Lead Safeguarding Officer to provide advice and guidance, a deputy and a lead board member for safeguarding.
- Promote and prioritise the rights of children and protect them from all forms of abuse, neglect or exploitation.
- Promote and prioritise the GB Boxing Safeguarding and Protecting Children Policy and procedures.
- Recruit, train, support and supervise staff and volunteers to adopt best practice to safeguard and protect children from abuse and to reduce risk to themselves.
- Require staff, athletes and volunteers to adopt and abide by this policy. Ensure robust systems are in place to manage safeguarding concerns or allegations and respond swiftly and appropriately to all complaints and concerns about poor



practice or suspected or actual abuse of children in line with this policy and Home Nation procedures.

- Accurately record and safely store confidential information of all complaints, concerns and safeguarding cases.
- Regularly monitor, review and evaluate with partners the implementation of this policy and these procedures.
- Monitor all complaints and concerns about poor practice or suspected or actual abuse to gain a greater insight into the experiences of children in boxing and continuously improve the support and guidance we develop.
- Make sure that children and their families know where to go for help if they have a concern, are informed and consulted and, where appropriate, fully involved in decisions that affect them.
- Provide guidance on appropriate level of training to be undertaken for GB Boxing staff, athletes, volunteers, coaches and officials.
- Continually develop safeguarding practices

1.4 Designated Personnel

GB Boxing has a Lead Safeguarding Officer and Assistant Safeguarding Officer who you can speak to if you have any concerns about poor practice or suspect that a child or adult may be being abused or is at risk. They can be contacted on:

Lead Safeguarding Officer – Laura Ross, Tel: 07885 282138 Email: safeguarding@gbboxing.org.uk

Assistant Safeguarding Officer – Meagan Bradley, Tel: 07889 595273 Email: safeguarding@gbboxing.org.uk

In an emergency if the Safeguarding Officers cannot be contacted please call NSPCC on 0808 800 5000 or the Police by calling 999.



1.5 Definitions and Indicators of Abuse (Working Together to Safeguard Children 2018)

Abuse

A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

Physical abuse

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is



happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Child sexual exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Neglect

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: a. provide adequate food, clothing and shelter (including exclusion from home or abandonment) b. protect a child from physical and emotional harm or danger c. ensure adequate supervision (including the use of inadequate caregivers) d. ensure access to appropriate medical care or treatment It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Extremism

Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society. Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.



Indicators of Abuse and poor practice

Poor practice is behaviour of an individual in a position of responsibility which falls below the organisation's required standard, usually as described in the organisation's Code of Conduct. Poor practice may not be immediately dangerous or intentionally harmful to a child, but is likely to set a poor example.

The behaviour may not be immediately dangerous or intentionally harmful to a child, but it is likely to set a poor example. Often a poor practice issue is seen as a lower-level concern but it still needs to be responded to appropriately by the organisation. Poor practice is potentially damaging to the individual, the organisation and to children who experience it. For example, coaching with alcohol on the breath, smoking, swearing in front of children, or not paying due care and attention to participants all constitute poor practice.

Poor practice can sometimes lead to, or create, an environment conducive to more serious abuse. It may also lead to suspicions about the individual's motivation, even where no harm is intended. For example, if a coach is giving one child too much attention, regularly transports children in their car, or encourages physical contact with children without obvious justification.

It is essential that those involved in sport understand that all concerns need to be challenged as soon as possible to correct the behaviour and educate individuals. On occasion, this may require a person's removal from their role because of their failure to comply with the organisation's codes of conduct or the cultural norms the organisation are trying to establish.

Indications that a child may be being abused include the following:

- The child raises a concern and describes what may be an abusive act
- Another person raises concern about the wellbeing of a child
- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- Injuries or accidents that occur caused by poor and/or outdated coaching techniques
- Physical injury where the explanation given is inconsistent.
- Unexplained changes in behaviour such as a child becoming withdrawn, quiet or aggressive/verbally violent, depressed, tearful
- Displays variations in eating patterns including overeating or loss of appetite
- Physical appearance becomes unkempt.



- Distrust of adults
- The child is prevented from socialising with other children
- Loses weight for no apparent reason
- Inappropriate sexual awareness and engaging in sexually explicit behaviour
- A drop in sport performance
- Difficulty in making friends

This is not an exhaustive list of indicators and alone cannot be seen to be a definite proof that a child is being abused.

Bullying

Bullying behaviour is when individuals or groups seek to harm, intimidate or coerce someone they may be jealous of or who is perceived to be vulnerable. It can involve people of any age and can happen anywhere, including at home, school, sports clubs or online. Bullying behaviour can take many forms, including physical, verbal, racist, sexist, homophobic or online bullying.

GB Boxing is committed to providing a safe, welcoming and tolerant environment for children that is free from bullying. Bullying of any form is unacceptable in our sport, whether the behaviour is displayed by a child, young person or adult. GB Boxing has an unacceptable behaviour policy which outlines unacceptable behaviour guidelines and processes for reporting unacceptable behaviour. This policy can be found on the GB Boxing website www.gbboxing.org.uk.

1.6 Good practice principles

To provide children with the best possible experience and opportunities in boxing, it is imperative that everyone operates within an accepted ethical framework and demonstrates exemplary behaviour.

It is not always easy to distinguish poor practice from abuse. It is NOT the responsibility of employees or volunteers in GB Boxing to make judgements about whether or not abuse is taking place. It is however their responsibility to identify poor practice and possible abuse and act if they have concerns about the welfare of the child. Guidance of what to do if you are concerned about poor practice or possible abuse is provided in section 2.

The following principles should be adhered to by all employees, volunteers and athletes involved in GB Boxing:



- Ensure experience of boxing is fun and enjoyable: promoting fairness, confront and deal with bullying and never condone byelaws/technical regulation violations or the use of prohibited substances.
- Ensure all boxers are able to participate in an environment that is free from harassment, intimidation, victimisation, bullying and abuse.
- Be an excellent role model, do not drink alcohol or smoke when working with young people.
- Respect the development stage of each child and place their welfare before winning or personal achievements. Ensure training and competition schedules are based on the needs and interests of the child, not the parents or coaches.
- Maintain a safe and appropriate distance from an athlete. It is against the law for an adult to have a sexual relationship with an Under 18.
- Avoid unnecessary physical contact with children. Where any form of manual/physical support is required it should be provided openly and with the consent of the child. Contact should be led by the child not the adult, for example when a child is distressed or celebrating a success.
- Always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets).
- Request written parental consent if GB Boxing employees or volunteers are required to transport children in their cars. Never travel alone with a child.
- Ensure separate changing facilities are available for junior and senior athletes. Where supervision is required, involve parents wherever possible and ensure that adults work in pairs.
- Always ensure you seek medical support when necessary.
- Ensure the needs of the child are considered and met including their holistic needs.
- Communicate regularly with parents, involve them in decision-making and gain written consent for travel arrangements.



- Coaches will use up to date training techniques when dealing with a child.
- When athletes travel away from home, ensure the guidance of the travelling away policy is followed. All policies can be found on the safeguarding section of www.gbboxing.org.uk. Ensure if mixed teams are taken away, they should always be accompanied by a male and female member of staff.
- Ensure that at away events adults should not enter a child's room or invite a child to their rooms. If issues arise where entry is needed take guidance from the Travelling away from home policy.

Poor Practice

The following is deemed to constitute poor practice and should be avoided:

- Avoid spending excessive amounts of time alone with one child away from the others
- Avoid accepting social media friend request from children
- Avoid sharing personal contact details including mobile numbers, email address and social media handles with children
- Avoid taking children to your home
- Never engage in rough, physical or sexually provocative games
- Never share a room with a child
- Never allow or engage in any form of inappropriate touching
- Never make sexually suggestive comments to a child even if you believe it to be "banter"
- Never reduce a child to tears as a form of control
- Never allow allegations made by a child to go unchallenged, unrecorded or not acted upon
- Never do things of a personal nature for children that they can do for themselves



- Never condone bullying, rule violations or the use of prohibited substances

If cases arise where these situations are unavoidable this must be reported to the Lead Safeguarding Officer using the incident reporting form. This form can be found on the safeguarding section of the website www.gbboxing.org.uk.

If you accidentally hurt a child, the child is acting in a distressed manner, the child appears to be sexually aroused by your actions or a child has misinterpreted/misunderstood something you have done you should report it immediately through the GB Boxing reporting procedure.

Physical contact in sport

Many sports, by their nature, require a degree of physical contact between adults and children. Physical contact can be used appropriately to instruct, encourage, protect or comfort. The aims of the guidelines relating to physical contact are to provide adults and children with appropriate types and contexts for touching.

- To develop or demonstrate sport skills/techniques by a suitably and appropriately trained and qualified coach or to meet the requirements of the particular sport
- To treat an injury by a suitably and appropriately trained and qualified medical practitioner
- For any other purpose involving the treatment, diagnosis or examination of the child by a suitably and appropriately trained and qualified individual
- Physical contact is appropriate in other circumstances, such as consoling a child who is upset or administering first aid. Always ensure that it is necessary and reasonable and takes place in a culture of openness
- Remember that interpretations of touching will be influenced by cultural differences, religious implications and by the age, sex, sexual orientation and physical status of you and the child
- Physical contact should be fully explained to the child and with the exception of an emergency permission must be sought
- Physical contact should not take place in secret or out of sight of others



This safeguarding policy is inclusive and the same actions should be taken regardless of the needs and background of the child. We will not discriminate against children irrespective of age, disability, sexual orientation, gender reassignment, racial origin, religious belief and sexual identity and will take into account any additional needs that we will need to meet.



Section 2. How to respond to a concern

2.1 Responding to concerns and allegations

It is not the responsibility of anyone working in GB Boxing in a paid or unpaid capacity to decide whether or not child abuse or poor practice has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities so that they can then make enquiries and take necessary action to protect the young person.

It is recognised that strong emotions can be aroused particularly in cases of possible sexual abuse or where there is a misplaced loyalty to a colleague. It is important to understand these feelings but not allow them to interfere with your judgment about any action to take.

Two procedures are explained in this policy, one for reporting concerns within boxing and another for concerns outside of boxing. If unsure which applies, please contact for advice:

- Laura Ross, GB Boxing Lead Safeguarding Officer, safeguarding@gbboxing.org.uk, 07885 282138
- NSPCC helpline on 0808 800 5000

2.2 Guidance on how to respond appropriately to a child:

You may become aware of possible abuse in various ways. You may see it happening we may suspect it happening because of signs such as those listed in section 1 of this document, it may be reported to us by someone else or directly by the child affected.

In the last of these cases, it is particularly important to respond appropriately. If a child says or indicates that they are being abused, you should:

- Give your full attention to the child and keep your body language open and encouraging. Be compassionate, be understanding and reassure them their feelings are important. Phrases such as 'you've shown such courage today' help.
- Take your time, slow down. Respect pauses and don't interrupt the child – let them go at their own pace. Recognise and respond to their body language. And remember that it may take several conversations for them to share what's happened to them.



- Show you understand, reflect back. Make it clear you're interested in what the child is telling you. Reflect back what they've said to check your understanding – and use their language to show it's their experience.
- Questions should be clarifying questions to check your understanding not leading questions.
- Reassure but do not make promises of confidentiality which might not be possible to keep in the light of subsequent developments.
- If you think the situation is an emergency, contact the GB Boxing Safeguarding Officers immediately. If they are not immediately available then you should contact your local Children's Social Care or Police without delay. Expert advice can also be provided by the NSPCC helpline on 0808 800 5000.

2.3 Allegations of previous abuse

Allegations of abuse may be made some time after the event (e.g., by a young person or an adult who were abused as young children but felt unable to say anything at the time). Where such an allegation is made, the GB Boxing must follow the reporting procedures because other children, either within or outside sport, may still be at risk from the alleged perpetrator.

2.4 Recording information:

To ensure that information is as helpful as possible, a detailed record should always be made at the time of the concern. In recording you should confine yourself to the facts and distinguish what is your personal knowledge and what others have told you. Do not include your own opinions. Please see GB Boxing incident referral form which can be downloaded from the safeguarding section of the GB Boxing website www.gbboxing.org.uk.

Where possible information should include the following:

- The child's name, age and date of birth
- The child's home address and telephone number



- Whether or not the person making the report is expressing their concern or someone else's
- The nature of the allegation, including dates, times and any other relevant information
- A description of any visible bruising or injury, location, size etc. Also, any indirect signs, such as behavioural changes
- Details of witnesses to the incidents
- The child's account, if it can be given, of what has happened and how any bruising/injuries occurred
- Have the parents been contacted? If so, what has been said?
- Has anyone else been consulted? If so record details
- Has anyone been alleged to be the abuser?

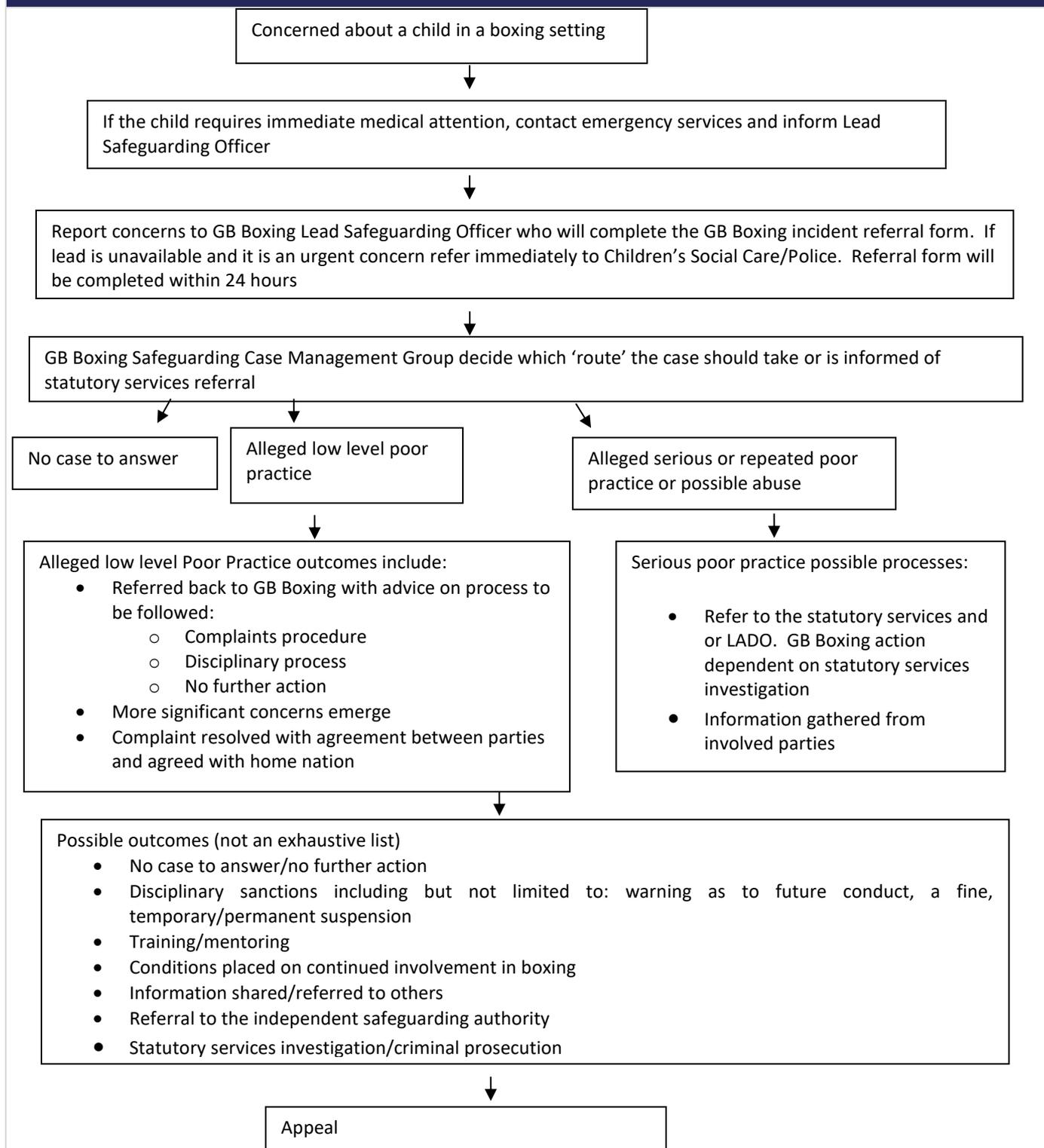
All referrals should be made to the GB Boxing Safeguarding Officers within 24 hours. However, where a child is at immediate risk of significant harm the Police or Children's Social Care should be contacted immediately. Obviously where a child needs urgent medical attention an ambulance should be called immediately.

Wherever possible, referrals telephoned to Children's Social Care should be confirmed in writing within 24 hours to the GB Boxing lead Safeguarding Officer. A record should be made of the name and designation of the Children's Social Care member of staff or Police Officer to whom the concerns were passed, together with the time, date of the call and crime number, in case any follow up is needed. A copy of this information should be sent directly to the GB Boxing Lead Safeguarding Officer within 24 hours who will store it in a secure place.

Below is a flowchart showing how to respond to a concern.



2.5 Reporting a child safeguarding concern





Responding to Concerns

Procedures

It is not for you to decide if abuse has taken place but everyone in GB Boxing has a responsibility to report safeguarding concerns where they become aware of them. The GB Boxing CMG involved will decide if it is appropriate and or possible to protect the identity of the complainant, although it should be noted that in some cases this may be apparent or necessary. If a complainant is particularly concerned about their name being disclosed this should be discussed when making the referral. Where possible those who have provided information will be informed about the progress and conclusion of the investigation.

Contacting Parents

It is considered good practice to seek parental consent when sharing information but should not be done when this may place the child at risk of further harm or there are suspicions of fabricated induced illness. If in doubt seek advice from the Lead Safeguarding Officer or Children's Social Care in the first instance.

Reporting the concern if worried about the behaviour of anyone outside boxing

If a child informs you directly that he/she is being abused or describes abusive behaviour outside the boxing environment or through your own observations or through a third party you become aware of possible abuse outside the boxing environment you must REACT IMMEDIATELY:

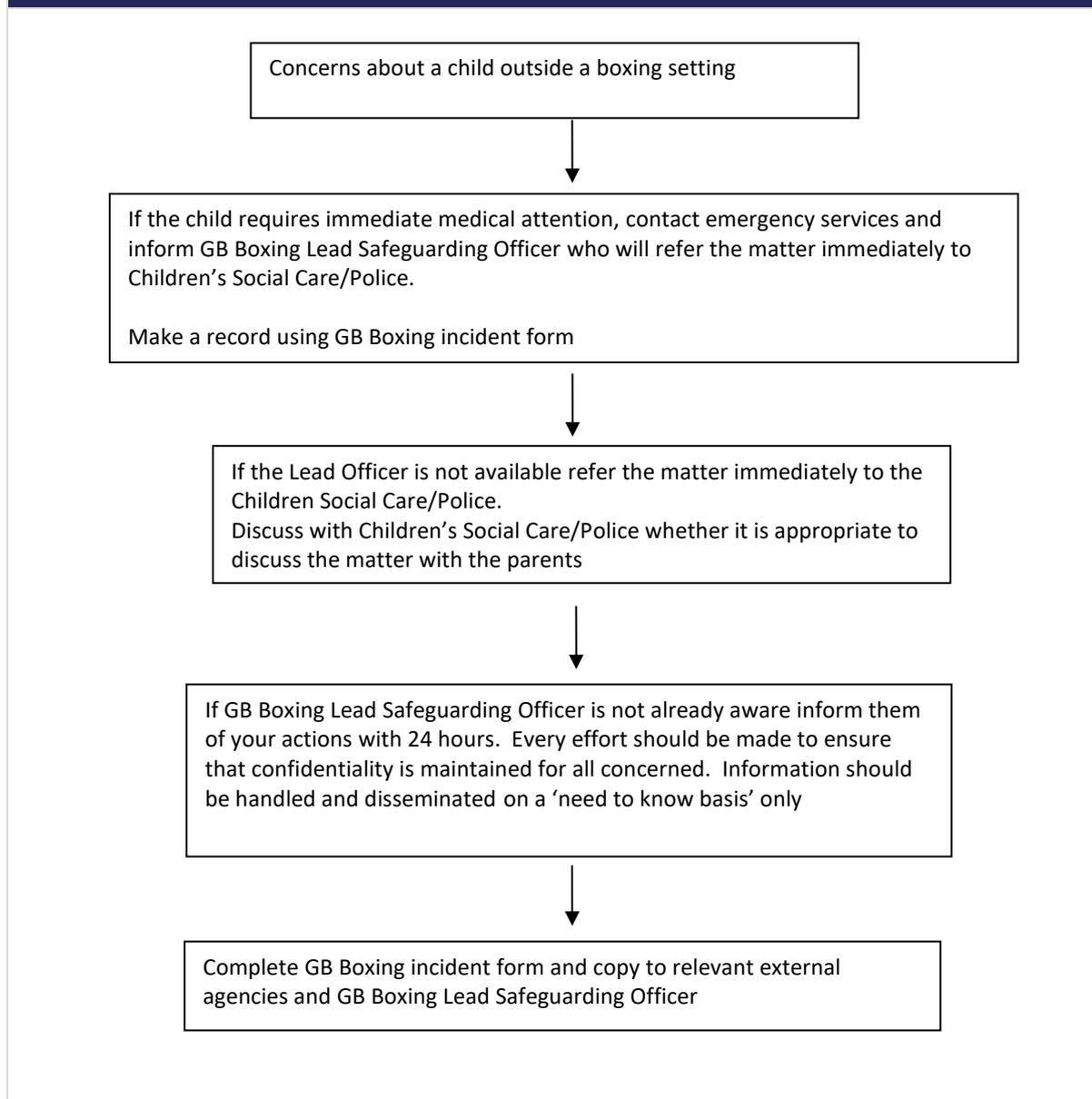
- Ensure the safety of the young person – if they need immediate medical treatment, take them to hospital or call an ambulance, inform doctors of concerns and ensure they are aware it is a safeguarding issue.
- If possible, contact the GB Boxing Lead Safeguarding Officer immediately who will follow the reporting procedures detailed below. If unavailable or cannot be contacted, to avoid delay the person that has concerns should follow the procedures.



Reporting procedures

- Seek advice immediately from the local Children's Social Care or Police who will advise on the action to be taken, including advice on discussing with parents. Expert advice can also be provided by the NSPCC helpline on 0808 800 5000.
- Make a full and factual record of events utilising the GB Boxing Incident Referral form within 24 hours. Distinguish between fact, hearsay and opinion is made clear. Any opinions expressed are relevant to the situation, respectful and appropriate in tone. Make sure you record the exact words the child or complainant used.
- Forward the GB Boxing Incident referral form, as directed by the Children's Social Care and/or police, and also to the GB Boxing Lead Safeguarding Officer.

2.6 Responding to concerns



2.7 Case Management Group

All cases of serious or repeated poor practice or suspected abuse will be managed by the GB Boxing Case Management Group (CMG). For concerns for an athlete's welfare if relating to mental health issues CMG would be supported by the GB Boxing Mental Health Steering group.



The GB Boxing CMG group comprises of a minimum of three people, with the exact membership determined by the nature of the case and availability of members. A CMG will be drawn from:

Chief Executive Officer
 Lead Safeguarding Officer
 Home Nation Safeguarding Officer (depending on case)
 Police/Social care/LADO
 Legal advisor
 External safeguarding advisor/practitioner/expert

Any additional persons may be called upon if the CMG feel their professional input is required.

The purpose of the CMG is to:

- Make decisions about at what level each case should be dealt with on the basis of actual or potential risk of harm to children.
- To make initial decisions about temporary suspension of staff/volunteers where the concerns warrant this.
- To decide at which point external agencies or other parties should be contacted.
- To advice internal staff/volunteers about how to manage cases including supporting the parties involved.
- To monitor and review progress on all cases and identify any trends emerging which may require a review of current policies and procedures and report to the Board.

Where a member of GB Boxing CMG or the Board has a formal connection or relationship with an individual or a risk featured in a serious concern, this is required to be acknowledged and arrangements made for the case management group member or board member to play no part in the subsequent safeguarding or disciplinary procedures.

The GB Boxing Board may be provided with anonymised updates on cases which are being managed but cases should be confidential and only shared on a strict need to know basis.



All decisions made by the GB Boxing CMG will be made on the basis that the welfare of the child will be the paramount consideration.

2.8 Allegations about a member of staff

GB Boxing is committed to the safeguarding and promoting of the welfare of all children in the GB Boxing Programme and this includes the possible abuse or exploitation by its staff or volunteers.

GB Boxing is committed to the highest standards of quality, openness, probity and accountability, including when dealing with safeguarding. GB Boxing has a Whistle-Blowing policy which can be found on our website www.gbboxing.org.uk in accordance with the Public Interest of Disclosure Act 1998 and this area is also covered in GB Boxing code of conducts which all staff have to sign up to and can again be found on our website.

Where the allegation is made about a member of staff or volunteer, this should be reported to the GB Boxing Lead Safeguarding Officer utilising the incident referral form. The Lead Safeguarding Officer will report directly to the local authority children's social care safeguarding manager or the police, if it is believed that a crime has been committed. This person will make the decisions about informing members of the child's parents or carers.

If the allegations are of a nature to suggest that a child is at risk of harm or abuse, then the volunteer or member of staff will be suspended without prejudice from duty pending the outcome of the investigation. Suspension is not a disciplinary procedure but is intended to allow time for proper enquiries to be made. It does not imply that the volunteer or staff member is guilty of the allegation or an offence.

Support and information will be provided for a volunteer or member of staff who has been suspended pending an investigation. There may be three strands in the consideration of an allegation: a police investigation of a possible crime offence; enquiries and assessment about whether a child is in need of protection or in need of services; and consideration by an employer of disciplinary action in respect of the employed individual.

The GB Boxing Lead Safeguarding Officer should be aware of the GB Boxing Disciplinary procedures and of the rights of the employee or volunteer, as well as the organisations responsibility for the child or young person. Please see GB Boxing website for BABA Safeguarding Complaints and Disciplinary Regulations.



All staff and volunteers should be aware of GB Boxing's whistle-blowing policy to enable them to share, in confidence with the Lead Safeguarding Officer, concerns they may have about a colleague's behaviour.

If a case is judged to be potentially serious poor practice or abuse, the CMG may decide to take the neutral act of temporarily suspending the individual pending further investigations. Where a statutory investigation is taking place, GB Boxing's investigations will be on hold pending the outcome of the statutory investigation in order to prevent any compromise of evidence or process. Following a Children's Social Care or Police investigation, BABA will have 28 days to assess the available information to decide whether the individual can be reinstated to their role in boxing. This may be a difficult decision; particularly where there is insufficient evidence for Police to act or obtain a conviction. In such cases the CMG or disciplinary panel must reach a decision based upon the available information. If the case is in-house poor practice the CMG may decide that an individual should undertake certain actions such as further training or completing a new DBS disclosure, with failure to comply resulting in suspension but this isn't an exhaustive list.

GB Boxing has a statutory duty to make a referral to DBS if a person in a position of trust is removed from regulated activity.

2.9 Appeal procedure

The appeals procedure is available to anyone under investigation as part of natural justice. Anyone wishing to appeal against decisions by the GB Boxing Case Management Group or disciplinary panel must do so in writing, to be received by GB Boxing within the specified period (usually 14 days unless stated differently) of the original decision being made. For full details please see GB Boxing Safeguarding complaints and disciplinary regulations on the GB Boxing website, www.gbboxing.org.uk.

2.10 Confidentiality and records

Staff may have access to material to undertake their responsibilities that is confidential, including highly sensitive and private information about children. Information received is always to be treated in a discreet and confidential manner. Confidential information should never be:



- Used to your own or others' advantage (to include partners, friends, relatives or other organisations)
- Used to intimidate, humiliate or embarrass children.
- Used casually in conversation.
- Shared with anyone other than on a "need to know" basis In circumstances where the child's identity does not need to be disclosed, the information should be used anonymously.

Confidentiality should be maintained at all times. Information should be handled and disseminated on a need to know basis only. Need to know includes the following people but is not limited:

- GB Boxing Safeguarding Officer, members of the GB Boxing Case Management Group , and relevant third parties e.g. legal advisors or external investigators.
- Parents/guardians of the person who is alleged to have been abused (only following advice from Children's Social Care).
- Disclosure & Barring Service – must be informed of any concerns about someone in regulated activity who is suspended or expelled from the organisation.
- Children's Social Care or the Police.
- The alleged abuser (and parents/guardians if alleged abuser is a young person) only following advice from Children's Social Care.

Seven golden rules for information sharing:

1. **Remember that the General Data Protection Regulations (GDPR), Data Protection Act 2018 and human rights law are not barriers** to justified information sharing but provide a framework to ensure that personal information about living individuals is shared appropriately.
2. **Be open and honest with the individual** (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.



3. **Seek advice** if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. **Share with informed consent where appropriate** and, where possible, respect the wishes of those who do not consent to having their information shared. You may still share information without consent if, in your judgement, there is lawful basis to do so, such as where safety may be at risk.
5. **Consider safety and well-being:** Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.
6. **Necessary, proportionate, relevant, adequate, accurate, timely and secure:** Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely.
7. **Keep a record of your decision and the reasons for it** – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

Records

The information will be sensitive and confidential data and storage and processing will be in line with the Data Protection Act 1998, and the General Data Protection Regulations 2016. Please see GB Boxing data protection policy which can be found on the GB Boxing website, www.gbboxing.org.uk

- Access to these files will be limited to BABA Lead Safeguarding Officer and Case Management Group members and where necessary third-party organisations for investigation and or legal advice purposes.
- The files will be kept for a period of 75 years recommended by The independent Inquiry into Child Sexual Abuse (IICSA).
- The files will be stored electronically and will be password protected at all times.



2.11 Dealing with a complaint

A complaint, allegation or matter relating to the safety and/or welfare of a young person or young people in boxing may be made to or drawn to the attention of GB Boxing by any person or organisation within or outside of the boxing family.

Upon receipt of, or upon becoming aware of, a complaint, allegation or matter, GB Boxing's Lead Safeguarding Officer shall decide (in consultation with the Case Management Panel if he/she considers appropriate), whether to:

1. Refer the matter to the relevant statutory agency(ies) for further consideration (and/or to review the matter following consideration by a relevant statutory agency); or
2. Instigate an investigation under these regulations; or
3. Refer the matter to the National Safeguarding Panel (NSP) c/o Sport Resolutions (UK)
4. Refer the matter for resolution within the Home Nation organisation.
5. Where an individual has been charged with a criminal offence or is the subject of an investigation by the Police, Children's Social Care or any other public or other investigatory authority, in respect of conduct which is or may be grounds for disciplinary action under, the Lead Safeguarding Officer shall seek advice from the relevant agency as to whether or not BABA shall postpone consideration of the matter under these regulations pending the outcome of any such proceedings/investigation, and as to whether or not in the meantime, an interim suspension should be imposed under these regulations.

For full safeguarding complaints and disciplinary regulations including time scales please see www.gbboxing.org.uk.

2.12 Monitoring and evaluation

To be concluded at the close of the case to see if changes need to be made to policies/procedures or lessons can be learnt. All involved in a case are able to offer feedback so procedures can be continually improved.



2.13 Support for Victim, accused and concern raiser

As part of the GB Boxing CMG process appropriate support will be considered for all of the parties involved in safeguarding concerns.

Support for victim

GB Boxing:

- Will take appropriate steps to ensure that the victim (and parents) is provided with appropriate professional support (e.g. help lines, support groups and the counselling directory including ChildLine <https://www.childline.org.uk>).

Support for Accused

GB Boxing:

- Where someone has been the subject of an allegation will ensure through the appropriate allegation, disciplinary and appeals procedures that the accused is offered appropriate support.

Support for person who raises the concern

GB Boxing:

- Acknowledges the difficulty in reporting concerns and will fully support and protect anyone who, in good faith (without malicious intent), reports his or her concern about a colleague's practice or concerns about the welfare of a child

GB Boxing has links to the following support networks to advice victims and the accused.

- NSPCC
- Children's social care
- Sport Resolutions
- Mind
- Samaritans



3. Useful contacts

NSPCC Child Protection Helpline – a free 24-hour service which provides counselling, information and advice to anyone concerned about a child at risk of abuse.

National Helpline 0808 800 5000

www.nspcc.org.uk

NSPCC textphone (for people who are deaf or hard of hearing):

Tel: 0800 056 0566 Email: help@nspcc.org.uk

NSPCC Asian child protection helpline: Tel 0800 096 7719

NSPCC Cymru/Wales child protection helpline: Tel 0808 100 2524

Child Protection in Sport Unit

Tel: 0116 366 5580

Email: cpsu@nspcc.org.uk

Childline UK – a free 24-hour helpline for children in distress or danger

Tel: 0800 111

www.childline.org.uk

UK Coaching

ukcoaching.org Tel :0113-274 4802, Email communication@ukcoaching.org

Police and Social Services -Consult your local authority website

Respond Tel: 0808 808 0700 – Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Mind Tel: 0300 123 3393

www.mind.org.uk

The Mind Website provides over 70 pages of information on recovery, self-management techniques/tools and self-help strategies, mental health issues, health and wellbeing, education articles, information on different treatment approaches. All of which can be used to support an individual's recovery from mental distress.



4.1 Sport Integrity

The following service is available to athletes, coaches and staff on Olympic and Paralympic high-performance programmes to raise concerns regarding any of the following issues with Sport Integrity:

- Bullying
- Harassment
- Discrimination
- Abuse (verbal and physical)
- Sexual misconduct

This is a confidential reporting line and independent investigation service. A fully independent service, safe and confidential space to raise your concerns.

www.sportintegrity.com

to raise a concern, call 0800 085 8062 or report online.

GB Boxing reserves the right to refer a matter to the Sport Integrity Service under the Rules of Procedure of that service. This may involve the commission of an independent investigation or disciplinary procedure into alleged grievances, or allegations of misconduct involving: i) athletes; ii) athlete support personnel; or iii) GB Boxing office holders, who are either members of the GB Boxing World Class Programme; or funded through the UK Sport grant the following circumstances:

- (i) where an individual is deemed a 'Relevant Person' under the terms of the Independent Disclosure and Complaints Service Pilot Regulations; and
- (ii) they are a respondent to allegations of misconduct as defined as a 'Relevant Matter' under the same regulations.

In such circumstances they are required to cooperate with any investigation conducted by Sport Integrity, where the investigation is covered by terms of reference agreed by GB Boxing.



Version control

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