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Energize STW

Safeguarding Children & Young People Policy and Procedures

This policy will be reviewed every two years or sooner in the event of legislative changes or revised policies and best practice.

Policy Owner: *Harry Cade (Lead Safeguarding Officer)*
Policy Board Trustee Sponsor: *Linda Collins Izquierdo (Chair and Safeguarding Board Champion)*
Policy approved by Energize STW Board: *5th February 2026*
Next review date: *5th February 2028*

Introduction:

Children and young people have a lot to gain from sport, leisure, and outdoor recreation. Their natural sense of fun and spontaneity can blossom in positive sporting, play and outdoor environments. Sport, leisure, and outdoor recreation provides an excellent medium in which children and young people can learn new skills, become more confident and maximise their own unique potential.

We believe that children and young people have the right to be safe, secure, and free from threat. We believe that everyone has the right to be treated with respect and to have their concerns listened to and acted upon.

The following Policy document has been compiled for guidance and to raise awareness for all staff working for Energize STW, whether paid or unpaid as well as partners looking to align their policies to national standards.

This policy will be reviewed every two years or earlier in light of changes in regulations, significant incidents or if requested to do so by relevant partner organisations.

The purpose of the policy is to safeguard children and young people in sport and physical activity and to facilitate the best possible practice from its staff, trustees and volunteers. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

The role of Energize STW is firmly situated at a strategic level with an emphasis on facilitating, enabling, and supporting local partners to provide opportunities, rather than providing direct delivery. As a result, the emphasis of this policy will reflect the strategic role of Energize STW.

In the context of safeguarding and the implementation of this policy, Energize STW will have a clear role in the following areas:

- The promotion of good practice (minimum safeguarding standards) at an operational level.
- Provision of advice and support for partner organisations.
- Signposting (e.g. training opportunities).
- Ensuring the sub-contracting of any activities are protected through clear guidelines on safeguarding children within signed agreements and robust quality assurance.

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1.0 OUR COMMITMENT

We will endeavour to:

- Ensure that our Trustees, staff and volunteers are effectively selected, trained, and supervised.
- Ensure that clear procedures are in place and understood by all Trustees, staff and volunteers for implementing this policy.
- Provide clear procedures and guidance for activity providers (and their participants) in direct contact with Energize STW through funding or partnership working to voice their concerns or lodge complaints about any issue.
- Support activity providers in direct contact with Energize STW through funding or partnership working to maintain current best practice and implement any necessary changes required.

1.1 - Core Values & Principles

The guidance given in the policy and procedures is based on the following principles:

Core Values

- All young people's active experiences must be guided by what is best for that young person.
- Adults interacting with young people in sport and physical activity should do so with integrity and respect for the young person.
- Young people's activities should be conducted in a safe, respectful, positive, and encouraging atmosphere.
- Adults who take a responsibility for young people in sport and physical activity have a duty to ensure that they are competent to provide safe and rewarding experiences for those in their care, through appropriate training and education, relevant to their role and responsibilities.

Principles

- The welfare of children and young people is paramount.
- All people, but especially children and young people, whatever their culture, disability, gender, language, racial origin, religious belief, or sexual identity, have the right to protection from abuse.
- All incidents of poor practice, suspicions and allegations should be taken seriously and responded to swiftly and appropriately.
- It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility to report any concerns.
- Ensure that confidentiality is upheld in line with the Data Protection Act 1998 and the Human Rights Act 1998.
- Ensure that Energize STW contributes to inter-agency working in line with the statutory guidance 'Working Together to Safeguard Children 2023'.
- Ensure that Energize STW safeguarding arrangements take into account the procedures and practice of the local authorities as part of the inter-agency safeguarding procedures established by the local Safeguarding Partnerships.

- Ensure that third party deliverers understand and accept their contractual responsibility to prioritise the safety and wellbeing of children and young people in their care.
- Ensure that there are procedures in place to refer to Disclosure and Barring Service (DBS) when paid or voluntary staff are identified as being in regulated activity.

1.2 - Roles and Responsibilities

In order to deliver the above outcomes, Energize STW is committed to having the following in place:

- A Lead Safeguarding Officer to produce and disseminate guidance and resources to support the policy and procedures.
- A representative of the Energize STW board of trustees in the role of Safeguarding Board Champion whose purpose is to act as a critical friend and ensure safeguarding oversight from a governance perspective at board level. The Champion will also review any concerns that come through to Energize STW along with the Lead and Deputy Safeguarding Officers and provide the necessary support, advice and guidance.
- A clear line of accountability within the organisation will include quarterly updates to full board and discussions regarding any reoccurring themes.
- Procedures for dealing with allegations of abuse or poor practice against members of staff, trustees and volunteers.
- A Safeguarding Working Group (including the Safeguarding Board Champion) will be in place and act as a Case Management or Case Referral Group that effectively deals with issues, manages concerns and refers to a disciplinary panel where necessary (i.e. where concerns arise about the behaviour of someone within Energize STW).
- A Disciplinary Panel will be formed as required for a given incident if appropriate, and should a threshold be met as outlined in 3.3.
- Arrangements are in place to work effectively with other organisations to safeguard and promote the welfare of children and young people, including arrangements for sharing information.
- Appropriate whistle blowing procedures and an open and inclusive culture that enables safeguarding and equality and diversity issues to be addressed.

To support this, Energize STW also agrees to have the following supporting actions:

- Written and agreed Equality and Diversity Policy and disciplinary procedures.
- Designated staff to undertake NSPCC Sport child protection training.
- Clear and robust programme level safeguarding risk assessment (and supplementary policies as required i.e. School Games event welfare plans).
- Promote the UK Coaching Code of Practice for Sport Coaches.

1.3 - Definitions

- Child/Children/Young People – a person aged under 18 years of age.
- Adult – a person aged 18 years or over.
- Abuse – "…is a violation of an individual's human and civil rights by any other person or persons" (Department of Health & Social Care).
- Designated Person – A person with specific safeguarding designated responsibilities.
- Lead Officer – A person with overall responsibility for safeguarding within a department or organisation.

- Club Welfare Officer – A person with specific safeguarding designated responsibilities within a club.
- NGB – National Governing Body of Sport e.g. Swim England.

2.0 PROMOTING GOOD PRACTICE

2.1 - Duty of Care

Duty of care means that an activity provider needs to take such measures as are reasonable in the circumstances to ensure that individuals will be safe to participate in an activity to which they are invited to, or which is permitted. Where there is a formal relationship, for example between a club and a club member, or a coach and an athlete, there is a Duty of Care.

When children and young people are involved in organised activities and are to any extent under the care and/or control of one or more adults, the adult(s) have a duty to take reasonable care to ensure their safety and welfare.

This duty occurs in two ways:

- **A Legal Duty of Care**
- **A Moral Duty of Care**

The **Legal Duty of Care** has a strict definition. The most obvious example of this is in health and safety procedures where clear guidance is provided about what reasonable steps should be taken to minimise the hazards related to activities, substances, or situations.

In many activities, given the health and safety considerations, it is recognised that an activity provider or individual (e.g. coach) owes a duty of care to its members. However, it is also understood and recognised that accidents can and do happen, and that it is not possible to predict every eventuality. Liability for the legal duty of care would only arise when an incident occurs and it can be demonstrated that the risk was foreseeable but no action had been taken to remedy it.

The **Moral Duty of Care** is more correctly a responsibility for safety and welfare. Members of staff have a responsibility for those children, young people, and other staff, who are under their control. To determine if a breach of the duty of care has occurred the ordinary civil law of negligence would be applied. The question is whether the accused in acting, or omitting to act, has failed to reach the standard of a reasonable person.

In specialist sport and physical activities, the qualified instructor has a duty of care for all those taking part irrespective of their age or position.
The individual administering the activity, whatever their status, should be appropriately trained and authorised. In addition to this, those in charge of children and young people have an additional charge and that is to act ‘in loco parentis’. This term is best explained as requiring the adult to act as ‘a reasonable parent’.

2.2 - Conduct of staff and delivery partners.

All staff (including those sub-contracted), trustees and volunteers working for Energize STW must abide by the following outlined guidelines:

The Code of Conduct is partly a value statement but also a useful framework and tool to reduce situations where abuse may occur.
The following is a broad overview of the care which should be taken when working within a sports/leisure context.

You should:

- Treat all children and young people with respect.
- Provide an example for good conduct you wish others to follow.
- Ensure that whenever possible there is more than one adult present during activities with children and young people or at least that you are within sight or hearing of others.
- Respect a young person's right to personal privacy and encourage young people to feel comfortable enough to point out attitudes or behaviours they do not like.
- Remember that someone else might misinterpret your actions, no matter how well intentioned.
- Be aware that physical contact with a child or young person may be misinterpreted.
- Recognise that special caution is required when you are discussing sensitive issues with children or young people.
- Operate within Energize STW's principles, guidance, and procedures.
- Challenge unacceptable behaviour and report all allegations/suspicions of abuse.
- The member of staff must always place the wellbeing and safety of the child/young person above the development of their performance.
- Staff should build relationships which are balanced and based on mutual trust which empowers children to share in the decision-making process.

You should not:

The following should be avoided except in emergencies:

- Transporting young people in your car unless in a medical emergency.
- Spending time alone with young people away from others.

If cases arise where these situations are unavoidable, they should only occur with the full knowledge and consent of someone in charge at the activity/event or the young person's parents/carers. For example, a young person sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a young person up at the end of a session.

Practice never to be sanctioned

The following should never be sanctioned. You should never:

- Take young people to your home.
- Spend time with a young person in a place where they will be alone with you.
- Engage in rough, physical, or sexually provocative games, including 'horseplay'.
- Share a room with a young person.
- Allow or engage in any form of inappropriate touching.
- Allow young people to use or engage in inappropriate language unchallenged.
- Make sexually suggestive comments to a young person, even in fun.
- Reduce a young person to tears, humiliate, or bully a young person.
- Allow allegations made by a young person to go unrecorded or not acted upon.

- Do things of a personal nature for young people or disabled adults that they can do for themselves.
- Invite or allow young people to stay with or visit you at your home.
- Never engage in personal contact via telephone, mobile phone, email, social media, or other means with a young person, without the specific permission of a manager or a supervisor. All contact with children and young people should be via their parents/carers and should be conducted by a nominated person who will ideally make a brief written record.

N.B. It may sometimes be necessary for staff or volunteers to do things of a personal nature for young people, particularly if they are young or are disabled. These tasks should only be carried out with the full understanding and written consent of parents/carers and the young people involved. There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk with them about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a young person to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.

If any of the following incidents should occur, they should be reported immediately to another colleague and make a written record of the event. Parents/carers should also be informed of the incident:

- If you accidentally hurt a young person.
- If a young person seems distressed in any manner.
- If a young person appears to be sexually aroused by your actions.
- If a young person misunderstands or misinterprets something you have done.

The consequence of any wilful bad conduct will result in disciplinary action in accordance with Energize STW procedures.

2.3 - Physical contact and young people in sport

There are a number of principles that should be followed when the activity involves physical contact.
Physical contact during sport should always be intended to meet the participants' needs, NOT the adults.

The adult should only use physical contact if their aim is to:

- Treat an injury.
- Prevent an injury or accident from occurring.
- Meet the requirements of the sport or develop sports skills or techniques but in strict accordance with guidelines recommended by the relevant National Governing Body.

The adult should always seek to explain the nature and reason for the physical contact. Unless the situation is an emergency, the adult should ask for permission. It is good practice for sport clubs and activity providers, as part of an induction process or pack for new members, to explain, or give written guidance, to parents/carers and their children or vulnerable adults, about any physical contact that will be required as part of that activity. Participants should be encouraged to voice concerns they have if any physical contact makes them feel uncomfortable or threatened.

Contact should not involve touching genital areas, buttocks, breasts, or any other part of the body that might cause a child/young person distress or embarrassment. Physical contact should always take place in an open or public environment and not take place in secret or out of sight of others.

Where relevant, if in any doubt please consult with the National Governing Body of Sport in question.

2.4 - Types of abuse

Please see Appendix 3 for a breakdown of the types of abuse that have been recognised as relevant in the sport and physical activity sector. This is by no means an exhaustive list but aims to outline the potential high-risk areas to consider when reviewing any physical activity intervention or programme.

2.5 - Guidelines for photography

Energize STW is committed to promoting the positive image of sport and physical activity and pictures of children and young people enjoying activity can help to this end. However, there is evidence that some people have used sporting events as an opportunity to take inappropriate photographs and/or film footage of children and young people.
Therefore, it's important to consider photography and its use at all events/activities or programmes. Appendix 1 provides a useful guide to the requirements and considerations that are required for events.

3.0 RESPONDING TO DISCLOSURES, SUSPICIONS AND ALLEGATIONS

3.1 - Raising concerns

What to do if you have a concern or someone raises concerns with you.

- You may become aware that abuse or poor practice is taking place, suspect abuse or poor practice may be occurring or be told about something that may be abuse or poor practice and you must report this to the Club Welfare Officer and Energize STW Lead or Deputy Safeguarding Officer. If the Club Welfare Officer or Energize STW Lead or Deputy Safeguarding Officer are implicated, then report it to the Energize STW CEO.
- If you do not think your concerns are being addressed in the way that they should be, you can escalate them to the Energize STW CEO and/or the Trustee Safeguarding Champion by emailing info@energizestw.org.uk.
- If you are concerned about the safeguarding practice of another organisation, this is to be challenged appropriately through the relevant systems, and if you feel your concerns have not been dealt with properly you are to escalate them through the appropriate systems e.g. NGB complaints procedure.
- If you are concerned someone is in immediate danger, contact the police straight away.

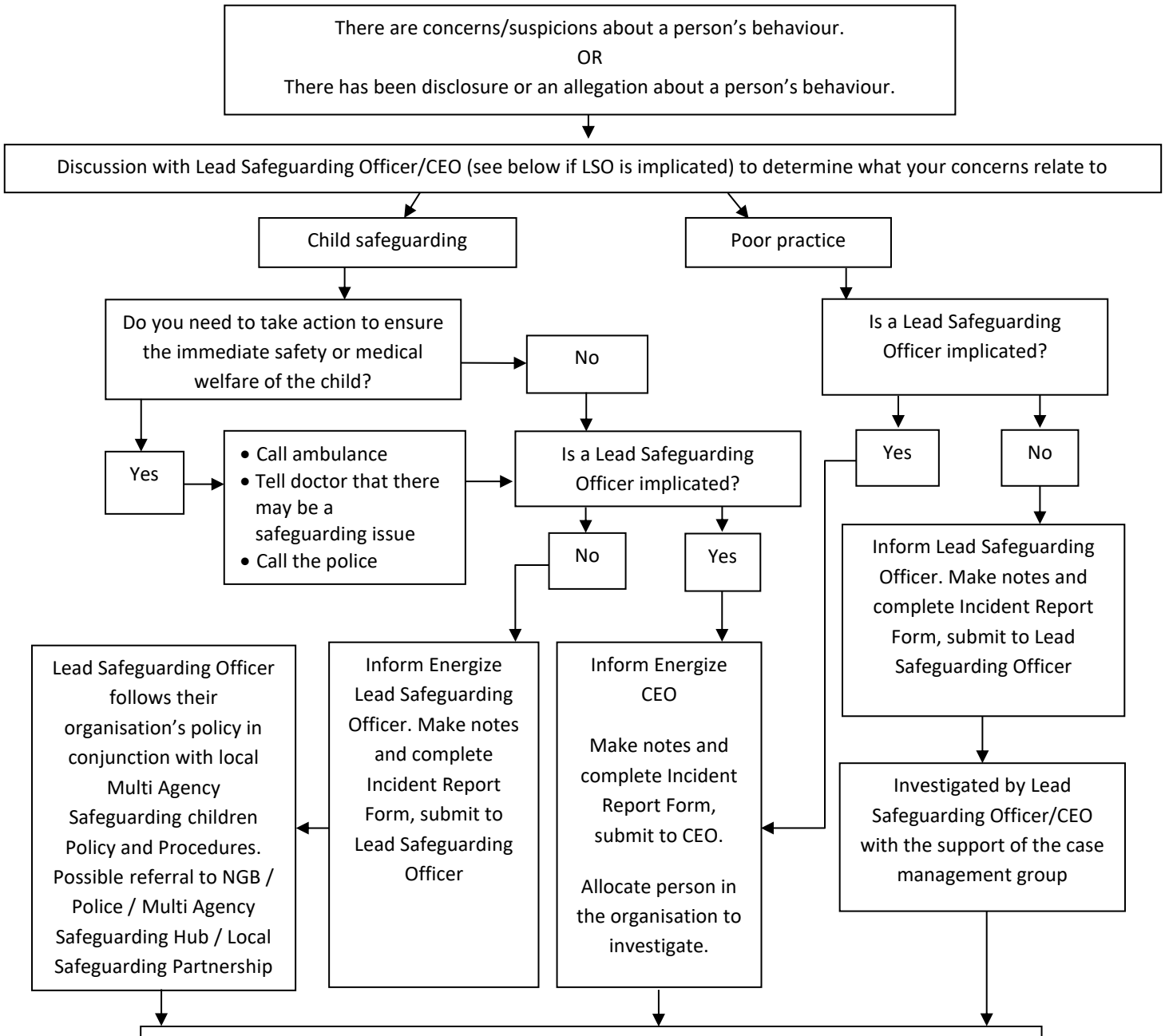
3.2 - How to record a disclosure

- Make a note of what the person has said using their own words as soon as practicable. Complete an Incident Form and submit to the Energize STW Lead/Deputy Safeguarding Officer. (Appendix 2)

- As long as it does not increase the risk to the individual, you should explain to them that it is your duty to share your concern with the Lead/Deputy Safeguarding Officer.
- Describe the circumstances in which the disclosure came about.
- Ensure you do not ask any leading questions and take care to distinguish between fact, observation, allegation, and opinion. It is important that the information you have is accurate.
- Reassure them that they have done the right thing by informing you.
- Be mindful of the need to be confidential at all times, this information must only be shared with the Lead/Deputy Safeguarding and others on a need-to-know basis.
- If the matter is urgent or relates to the immediate safety of the child or young person, then contact the appropriate emergency services immediately.

3.3 - Safeguarding children & young people flowchart

Dealing with concerns, suspicions or disclosure from an Energize STW event or Energize STW funded programme.



Possible outcomes:

- Criminal proceedings
- Police enquiry
- Child Safeguarding Assessment
- Disciplinary measures
- Case management group to decide on the management of any remaining concerns
- Signposting to further ongoing support
- No further action

Please note:
The Trustee Safeguarding Champion will be made aware and provide support where required with information shared to full board as part of the 6-monthly safeguarding summary update.

Do not delay any actions when the immediate safety or medical welfare of the child/ren is required

3.4 - Dealing with allegations against Trustees, staff and volunteers

Should a Trustee, member of staff or volunteer become aware of an allegation (against a colleague) or an incident of abuse taking, or taken place, it is vital that the procedural flow chart 3.3 above and reporting form (Appendix 2) are adhered to and acted upon seriously and as sensitively as any other allegation.

It is your duty to consider any allegation to be potentially dangerous to children and therefore report it.

As an employer should Energize STW have concerns that a person has caused harm, or poses a future risk of harm to vulnerable individuals or groups, they will be referred to the DBS. https://www.gov.uk/guidance/making-barring-referrals-to-the-dbs

3.5 - Confidentiality

When dealing with any case/suspicion/allegation related to abuse, you must be made aware that any breaches in confidentiality can be very damaging to the child/young person or adult involved.

It is important that the rights of both the child/young person and the alleged perpetrator are protected by ensuring that only those who need to know are given the relevant information.

This will mean at the very least:

- Informing your manager or Energize STW's Lead/Deputy Safeguarding Officer or Chief Executive.
- Informing the parents/carers of a child/young person about whom you are concerned must be handled in a sensitive way and only undertaken in consultation with the local social services.

Depending upon the outcome of initial enquiries, staff and other agencies that have contact with the child/young person concerned or the alleged perpetrator may need to be given brief details of the incident and subsequent action. The statutory agency will provide advice to Energize STW's Lead/Deputy Safeguarding Officer as to who should be told, when they should be told, and the kind of information which is appropriate to share.

4.0 RECRUITMENT, EMPLOYMENT AND DEPLOYMENT OF STAFF

Consideration of safeguarding of staff (paid and voluntary) and those young people they are coming in to contact with is essential to meet the objectives of the safeguarding plan.

All successful applicants for posts and all current casual staff in regulated activity (either paid or unpaid) involving direct contact with children and young people will be subject to a DBS check plus 2-character references to ensure that there is no cause for concern.

4.1 - Safeguarding concerns about people who are in a position of trust

It is important that safeguarding concerns about people who hold a 'position of trust' are shared using multiagency safeguarding procedures and that key partners are able to contribute to initial enquiries and any subsequent strategy discussions/meetings.

Positions of trust

People can be considered to be in a 'position of trust' where they are likely to have contact with children and young people as part of their employment or voluntary work, and:

• Where the role carries an expectation of trust,
• The person is in a position to exercise authority, power or control over a child/ren or vulnerable young person/people.

Positions of trust may include, but are not limited to any staff working in or on behalf of:
• Social care
• Health services
• Police and criminal justice
• Housing
• Education
This also includes adults who are coaching, teaching, training, supervising or instructing in a sport or a religion.

Additional guidance
Employers, student bodies and voluntary organisations should have clear procedures in place setting out the process, including timescales, for investigation and what support and advice will be available to individuals against whom allegations have been made. Employers, student bodies and voluntary organisations should have their own sources of advice (including legal advice) in place for dealing with such concerns.

5.0 RELEVANT LINKED POLICIES AND FURTHER INFORMATION

This policy should be read in conjunction with the following policies:

- Complaints
- Disciplinary
- EDI Policy
- Social media
- Freedom to Speak Up (previously known as Whistle Blowing)

Whilst also considering the Code of Conducts we have in place for Trustees and staff.

Further Information
Policies, procedures and supporting information are available on the Energize STW website: www.energizestw.org.uk/safeguarding

Lead Safeguarding officer:
Harry Cade, harry.cade@energizestw.org.uk or 07539 377701

Deputy Safeguarding officer:
Michelle Pullen, michelle.pullen@energizestw.org.uk or 07572 903915

To escalate concerns to Energize STW CEO and/or Trustee Safeguarding Champion please email info@energizestw.org.uk

Learning through local Shropshire, Telford & Wrekin safeguarding case reviews

- Shropshire Safeguarding Community Partnership: Learning Briefings
- Telford and Wrekin Safeguarding Partnership: Learning Reviews

APPENDICES

Appendix 1: Photography and filming in sport and activities (Reference: NSPCC Sport)

What you need to know about photography and filming

Photography and video are great tools for your club or organisation to help celebrate special moments, promote your activities and recruit new members. This guidance explains how you can create and use images and video safely. It will help you:

- set up photography and filming policies, consent forms, storage and data protection
- safely take, store, share and use photos and videos within your organisation
- navigate taking photos and film, or live streaming of live events
- support parents and young people to use photography safely

Photography and filming policies and procedures

If your sport or activity want to use or share images of children and young people involved in your activities, you must have a policy in place to help safeguard them and your organisation.

Setting clear rules and expectations means that adults, children and young people can focus on sport or physical activity rather than on worrying about image storing, sharing and potential misuse.

Procedures should sit alongside your policy to explain:

- how you use photos and videos of children and young people in publications, on websites, on social media and other online platforms
- how you store information legally and in compliance with GDPR
- the actions you take to keep all young people safe
- photography and filming consent

Children, parents, carers, staff and volunteers should all understand your photography and filming policy statement and procedures. These documents should be child friendly, accessible and available for everyone to read.

For further information and guidance please follow this link:
Photography and filming in sports and activities

Appendix 2: Safeguarding Concern Report Form

Safeguarding Concern Report Form

If you suspect someone is in immediate danger please call 999

Please complete as much of the following form as possible
Please advise that we will share information with the relevant bodies as sensitively as possible, **but confidentiality can't be promised**.
For further advice or guidance please contact Harry Cade or Michelle Pullen

Name of person concern is regarding:
Age (DOB if possible):
Home address (and phone no. if available):
Does the person have a disability:
Family /carers name(s) and contact details (If known/appropriate):
Details of person calling / reporting: Name: Telephone number: Additional info: Preferred communication method for future correspondence:

Below list's a few useful lines of conversation / questions that you may want to ask if someone is disclosing a concern

"Are you reporting your own concerns or passing on those of somebody else?" Give details.
Brief description of what has prompted the concerns: include dates, times etc. of any specific incidents.
Any physical signs? Behavioural signs? Indirect signs?
Have you spoken to the person/s at risk? If so, what was said?
Have you spoken to a family member or carers (if appropriate)? If so, what was said?

Has anybody been alleged to be the potential source of risk? If so, could anyone else be at risk? Give details.
Have you consulted anybody else? Give details.
How are you involved?
Any other relevant Information
Signed …….. Date ……

Please refer to Energize's Safeguarding Flowchart for support on next steps
Once completed please forward this form to Harry.cade@energizestw.org.uk

Appendix 3: Types of Abuse

Types of Abuse and Neglect:

This is not intended to be an exhaustive list but an illustrative guide as to the sort of behaviour or issue which could give rise to a safeguarding concern.
Everyone should be aware that children can also abuse other children (often referred to as child-on-child abuse), and that it can happen both inside and outside of settings.

1) **Physical abuse:** Physical abuse happens when a child is deliberately hurt, causing physical harm. It can involve hitting, kicking, shaking, throwing, poisoning, burning or suffocating. It's also physical abuse if a parent or carer makes up or causes the symptoms of illness in children. This is known as fabricated or induced illness (FII).

   Physical abuse in sport: could include; the nature and intensity of training or competition exceed the capacity of the child's immature growing body, where coaches encourage the use of drugs or harmful substances to enhance performance or delay puberty. If children are made to perform a movement they do not have the skill to execute and this causes an injury, if children are required to participate when injured. If coaches punish children with excessive cardio exercises or if sanctions used by coaches involve inflicting pain.

2) **Neglect:** This is when adults consistently or repeatedly fail to meet a child's basic physical and/or psychological needs which could result in the serious impairment of the child's health or development e.g. failure to provide adequate food, shelter and clothing; failing to protect a child from physical harm or danger; or the failure to ensure access to appropriate medical care or treatment. It may also include refusal to give love, affection, and attention.

   Neglect in sport: could include a coach or supervisor repeatedly failing to ensure children are safe, exposing them to undue cold, heat or extreme weather conditions without ensuring adequate clothing or hydration; exposing them to unnecessary risk of injury e.g. by ignoring safe practice guidelines, failing to ensure the use of safety equipment, or by requiring young people to participate when injured or unwell.

3) **Sexual abuse:** This is where children and young people are abused by adults or other children. Contact sexual abuse is where the abuser makes physical contact with a child. This may include sexual touching of any part of the body, with or without penetration and with or without clothing. It may also include forcing or encouraging a child to take part in sexual activity.
   Non-contact sexual abuse is engaging with children often online, grooming, exploitation, exposing children to pornography or forcing or encouraging them to take child sexual abuse imagery.

   Sexual abusers groom children, protective adults, and clubs/organisations in order to create opportunities to abuse and reduce the likelihood of being reported.

   Sexual abuse in sport: coaching techniques which involve physical contact with children can create situations where sexual abuse can be disguised and may therefore go unnoticed. The power and authority of, or dependence on, the coach if misused, may also lead to abusive situations developing. Contacts made within sport and pursued e.g. through texts, Social Media and Apps have been used to groom children for abuse.

4) **Emotional abuse:** Emotional abuse is the persistent emotional ill-treatment of a child to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

   It may feature age or developmentally inappropriate expectations being imposed on children or even the over protection of a child. It may involve causing children to feel frightened or in danger by being constantly shouted at, threatened, or taunted which may make the child very nervous and withdrawn. Some level of emotional abuse is involved in all types of ill-treatment of a child.

   Emotional abuse in sport: may occur if children are subjected to constant criticism, name-calling, sarcasm, bullying, racism, or pressure to perform to unrealistically high expectations; or when their value or worth is dependent on sporting success or achievement.

5) **Poor practice in sport**: Poor practice is behaviour of an individual in a position of responsibility which falls below the organisation's required standard (typically as described in the club/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.

   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.

6) **Bullying:** Bullying by peers can occur whenever children and young people come together, including within sport situations. Bullying can take many forms and is harmful to the victim. It may be physical such as hitting; online or cyber such as abusive messages, comments, or images on social media; involve damage or theft of property; based on someone's gender, ethnicity, sexuality or disability; or about their sporting ability.

7) **Cyber Bullying:** Cyber bullying occurs when someone repeatedly makes fun of another person online or repeatedly picks on another person through emails or text messages, or uses online forums with the intention of harming, damaging, humiliating, or isolating another person. It can be used to carry out many different types of bullying (such as racist bullying, homophobic bullying, or bullying related to special educational needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use technology as a means to do it.

   Other types of Abuse may include:

8) **Forced Marriage**: Forced marriage is a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. A forced marriage differs from an arranged marriage, in which both parties consent to the assistance of a third party in identifying a spouse. The Anti-social Behaviour, Crime and Policing Act 2014 make it a criminal offence to force someone to marry.

9) **Radicalisation**: The aim of radicalisation is to attract people to their reasoning, inspire new recruits and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship, or through social media and can also be a form of grooming and exploitation.

10) **Child Exploitation:** Child exploitation occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person into any activity that results in financial or other advantage for the perpetrator or facilitator. Activity can include arranging or facilitating the involvement or travel (trafficking) of a child or young person. Specific types of exploitation include: modern slavery (including human trafficking), sexual exploitation, criminal exploitation (e.g. County Lines), financial exploitation. Any other exploitation that enables services or benefits of any kind, including: removal of organs, forced marriage, illegal adoption. The victim may still be exploited even if the activities that they are engaging in appear consensual. Exploitation does not always involve physical contact; it can also occur through the use of technology. Multiple types of exploitation can occur alongside one another or as part of other forms of abuse.

***Appendix 4*: Essential helplines**

ESSENTIAL HELPLINES - SEEKING ADVICE & MAKING REFERRALS

If you suspect someone is in immediate danger please call 999		
Telford & Wrekin Local Authority Area	Family Connect (9am-5pm Monday-Friday)	**01952 385 385**
	Out-of-hours Emergency Duty Team	**01952 676 500**
	Local Authority Designated Officer (LADO)	**01952 385 385**
	Telford & Wrekin Safeguarding Partnership: www.telfordsafeguardingpartnership.org.uk	
Shropshire Local Authority Area	First Point of Contact CYP (9am-5pm Monday-Thursday & 9am-4pm Friday)	**0345 678 9021**
	First Point of Contact Adults (9am-5pm Monday-Thursday & 9am-4pm Friday)	**0345 678 9044**
	Out-of-hours Emergency Duty Team	**0345 678 9040**
	Local Authority Designated Officer (LADO)	**0345 678 9021**
	Shropshire Safeguarding Community Partnership: www.shropshiresafeguardingcommunitypartnership.co.uk	
Other useful contacts & websites	West Mercia Police	**0300 333 3000** or **101**
	Ann Craft Trust - Safeguarding Adults in Sport and Activity www.anncrafttrust.org Ann-Craft-Trust@nottingham.ac.uk	**0115 951 5400**
	NSPCC Child Protection Helpline www.nspcc.org.uk	**0800 800 5000**
	NSPCC Sport https://sport.nspcc.org.uk	**0116 366 5580**
	Childline Helpline www.childline.org.uk	**0800 1111**
	Energize Shropshire, Telford & Wrekin Active Partnership www.energizestw.org.uk/safeguarding	
	Lead Safeguarding Officer: Harry Cade harry.cade@energizestw.org.uk	**07539 377701**
	Deputy Safeguarding Officer: Michelle Pullen michelle.pullen@energizestw.org.uk	**07572 903915**