



1. **DARKSTAR Volleyball Club** acknowledges its responsibility to safeguard the welfare of every young person and vulnerable adult within the Club and is committed to providing a safe environment for all.

Our mission is to provide an environment that is safe; where young players feel they play and learn in a supportive environment through positive experiences interacting with coaches and fellow players.

A young person is defined as anyone under the age of 18. A vulnerable adult is defined as someone who has health or social care needs, who is vulnerable due to a disability or mental health needs, or who are at risk due to a specific circumstance in which they may find themselves.

The Club subscribes to Volleyball England's Safeguarding & Protecting Young People Policy, available at https://www.volleyballengland.org/about_us/safeguarding_club_welfare/policy_and_guidance

2. **DARKSTAR Volleyball Club** endorses and adopts the following key safeguarding principles:
 - the young person's welfare is, and must always be, the paramount consideration;
 - all children and young people have a right to be protected from abuse regardless of their; age, gender, gender reassignment, sexual orientation, marital status or civil
 - partnership, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity;
 - all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately;
 - and working in partnership with other organisations, children and young people and their parents/carers is essential. We acknowledge that every child or young person who plays or participates in volleyball should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.
3. **DARKSTAR Volleyball Club** recognises that this is the responsibility of every adult involved in our club.
4. **DARKSTAR Volleyball Club** has a role to play in safeguarding the welfare of all children, young people and vulnerable adults by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that Volleyball England's Safeguarding & Protecting Young People Policy applies to everyone in volleyball whether in a paid or voluntary capacity, including coaches, players, volunteers, match officials or other club officials/helpers.
5. **DARKSTAR Volleyball Club** endorses and adopts Volleyball England's safe recruitment guidelines and we will:



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- Specify what the role is and what tasks it involves;
 - Require identification and the completion of SP1 (application) and SP2 (self-disclosure) forms;
 - As a minimum meet the applicant(s) and where possible interview people before appointing them;
 - Ask for and follow up with 2 references before appointing someone; and
 - Require, where eligible and relevant, a Volleyball England DBS check.
6. All current **DARKSTAR Volleyball Club** members working in eligible roles with children, young people and vulnerable adults, such as coaches and physiotherapists, are required to hold an in-date Volleyball England DBS check as part of best safeguarding practice.
 7. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of **DARKSTAR Volleyball Club**, guidance will be sought from Volleyball England. It is noted and accepted that Volleyball England will consider the relevance and significance of the information obtained via the DBS process and that all suitability decisions will be made in accordance with legislation and in the best interests of children, young people and vulnerable adults. It is accepted that Volleyball England aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within volleyball.
 8. **DARKSTAR Volleyball Club** has appointed Club Welfare Officer in line with Volleyball England best practice, who is qualified In Safeguarding Children. The CWO is the first point of contact for all club members or parents regarding concerns about the welfare of any child, young person or vulnerable adult. The CWO will liaise directly with the Club Executive Committee (The Singularity) and, if necessary, Volleyball England or a relevant authority including Children's Social Service, Police and NSPCC. The CWO will also play a proactive role in increasing awareness of respect, poor practice and abuse amongst club members.
 9. **DARKSTAR Volleyball Club** acknowledges and endorses Volleyball England's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all players and parents/carers should feel confident to contact their coach or CWO in the first instance, and know that incidents will be dealt with appropriately. The Club endorses Volleyball England's "Block It Out" anti-bullying charter.
 10. At **DARKSTAR Volleyball Club**, safeguarding is everyone's responsibility, and we know that inaction is not an option. If anyone is worried about a child, young person or vulnerable adult it is important that they report their concerns to the CWO, who will deal with reported concerns as follows:



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- i. Our CWO will manage poor practice and where necessary seek advice from Volleyball England.
- ii. Our CWO will make referrals about more serious concerns to Volleyball England, or in an emergency contact the Police or Children's Social Care.
- iii. We will ensure that if a person needs immediate medical treatment that we take them to a hospital or call an ambulance and tell them it is a child or vulnerable adult protection concern.
- iv. Our CWO will keep records of the actions taken and keep the CFA DSO informed.
- v. If at any time our Club Welfare Officer is not available, or the matter is clearly serious, all our members should be aware that they can:
 - Contact Rob Payne, Volleyball England Safeguarding Lead Officer via safeguarding@volleyballengland.org or by phone on 01509 227722.
 - Contact the Police or Children's Social Care; and/or
 - Call the NSPCC 24-hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk.

This policy has been formulated in conjunction with, and adapted from, Volleyball England's Safeguarding & Protecting Young People Policy, which expands on many of the themes within it. Where policy or procedure is not covered in this document, the Club will adhere to the Volleyball England guidance. Members of **DARKSTAR Volleyball Club** Executive Committee (The Singularity) understand and accept their collective responsibility to adhere to the Club's and Volleyball England's safeguarding children, young people and vulnerable adults policy and procedures.

11. Useful contacts and links

- DARKSTAR Volleyball Club CWO: Nick Britten, nick.britten1@gmail.com
- Rob Payne, Volleyball England Safeguarding Lead Officer via safeguarding@volleyballengland.org or by phone on 01509 227722.
- Volleyball England Safeguarding and welfare policy: https://www.volleyballengland.org/about_us/safeguarding_club_welfare
- NSPCC <https://www.nspcc.org.uk/> Helpline 0808 800 5000
- Childline <https://www.childline.org.uk/> Helpline 0800 1111
- Derbyshire Police <https://www.derbyshire.police.uk/advice/advice-and-information/caa/child-abuse/advice-for-parents-and-guardians/> Telephone 101 (non-emergency) or 999 (emergency)
- Block It out - Volleyball England anti-bullying policy <https://www.volleyballengland.org/docs/Anti%20Bullying%20Charter.pdf>

