



Badminton England Safeguarding and Protecting Children and Young People Policy

Document History and Change Control

Date policy change approved by the Board of Directors	Change occurrence	Date last reviewed	Date for next review	File stored
25 July 2023	<p>Significant Updates: Section 7 – Positions of Trust updated to reflect changes to legislation (Sexual Offences Act 2003)</p> <p>Minor Updates: Changes to language to provide clarity and consistency/to align with supporting documents and legislation.</p> <p>Removal of repetitive points.</p>	26 May 2021	July 2025	
26 May 2021	Clarity and tidying up. Reference to using the new Disciplinary Regulations to manage cases.	29 May 2019	May 2023	
29 May 2019	No significant changes – minor updates	18 April 2017	May 2021	
18 April 2017	Minor amendments	28 January 2015	May 2019	
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SAFEGUARDING AND PROTECTING CHILDREN AND YOUNG PEOPLE POLICY

1. Introduction

- 1.1 Badminton England is committed to creating and maintaining a safe and positive environment for everyone to enjoy badminton. We accept our responsibility to safeguard the welfare of all children and young people¹ and protect them from poor practice, abuse and bullying.
- 1.2 We know that sport has the power to play an undeniably significant role in our wellbeing and it is widely recognised that, for more people to play and enjoy their sport, they need to feel supported and be safe. The importance of this has never been greater.
- 1.3 Badminton England Safeguarding and Protecting Children and Young People Policy and supporting procedures apply to all individuals, whether paid or in a voluntary capacity.
- 1.4 Everyone in badminton has a responsibility to safeguard and protect children and young people within the sport, to act appropriately, and to report concerns.

2. Principles

- 2.1 This Policy has been developed on the following principles:
 - 2.1.1 Safeguarding is everybody's responsibility.
 - 2.1.1.1 All children and young people, regardless of their age, disability, gender reassignment, marital/civil partnership status, pregnancy/maternity, race, religion or belief, sex, or sexual orientation have the right to be protected from abuse and to enjoy all aspects of badminton in safe and positive environment, this includes playing, volunteering and in leadership or coaching roles.
 - 2.1.1.2 The welfare of the child is paramount.
 - 2.1.1.3 The rights, dignity and worth of all children and young people should always be respected.
 - 2.1.1.4 All concerns will be taken seriously and responded to quickly and appropriate support will be provided to those involved.

¹ Children and Young people are those aged under 18 years.

- 2.1.5 Everyone should feel empowered to protect themselves and others, sharing concerns at the earliest opportunity.
- 2.1.6 Badminton England recognises the role and responsibilities of the statutory agencies in safeguarding young people and fully complies with the procedures of the Local Safeguarding Children Boards².
- 2.1.7 Working in partnership with parents, carers, children and young people themselves is essential.

3. Roles and Responsibilities

3.1 Badminton England have responsibility for:

- 3.1.1 Setting clear priorities for safeguarding, and promoting the welfare of children and young people, through the provision of training, education, policies and procedures.
- 3.1.2 Developing and implementing safeguarding standards across the sport at all levels and across all ages.
- 3.1.3 Ensuring a clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children and young people.
- 3.1.4 Recruitment procedures that take account of the need to safeguard and promote the welfare of children and young people, including arrangements for appropriate checks on staff and volunteers.³
- 3.1.5 Taking action by promptly responding to and investigating any safeguarding concerns or allegations.
- 3.1.6 Have arrangements in place to work effectively with other organisations to safeguard and promote the welfare of children, including information sharing protocols.
- 3.1.7 A culture of listening to and engaging in dialogue with children and young people, seeking their views in ways appropriate to their age and understanding.
- 3.1.8 Embedding a culture that enables issues about safeguarding and promoting the welfare of children and young people to be addressed by supporting and advising the badminton community on safeguarding matters.
- 3.1.9 Appropriate whistle blowing procedures and a route to submit a complaint if anyone is unhappy with the action taken by the Badminton England Safeguarding Team.

3.2 Badminton England County Associations are required to:

- 3.2.1 Adopt and implement the Badminton England Safeguarding and Protecting Children and Young People Policy and endorse safeguarding best practice in their association.
- 3.2.2 Appoint a County Welfare Officer in line with the Badminton England safeguarding guidelines and role description.

² Local Safeguarding Children's Boards (LSCBs) are the key statutory mechanism for agreeing how the relevant organisations in each local area will co-operate to safeguard and promote the welfare of children in the locality. The core membership of LSCBs is set out in the Children Act 2004, and includes local authorities, health bodies, the police and others. The objective of LSCBs is to coordinate and to ensure the effectiveness of their member agencies in safeguarding and promoting the welfare of children

³ Recruitment guidelines are found on the Badminton England website.

- 3.2.3 Provide access to appropriate training and support for those who have responsibility in relation to children and young people.
 - 3.2.4 Ensure that all county committee members, coaches and relevant personnel are aware of their responsibility for safeguarding and protecting children and young people in badminton.
 - 3.2.5 Implement a policy of best practice and adhere to the Badminton England Codes of Ethics and Behaviour.
 - 3.2.6 Ensure that all volunteers are recruited according to the Badminton England recruitment guidelines, this includes ensuring those working in Regulated Activity with young people complete an enhanced DBS disclosure application with Badminton England and all qualified coaches are coaching members of Badminton England.
 - 3.2.7 Ensure that all concerns and reported cases are managed in line with Badminton England policy and procedures, this includes effective reporting to national level when appropriate.
 - 3.2.8 Ensure, as a minimum, that all affiliated junior clubs, affiliated clubs with junior members and affiliated clubs competing in leagues within the county, adopt the Badminton England Safeguarding and Protecting Children and Young People Policy and follow best practice.
 - 3.2.9 Support Club Welfare Officers to fulfil their role and responsibilities.
- 3.3 All Badminton England affiliated junior clubs, affiliated clubs with junior members and affiliated clubs competing in leagues are required to:**
- 3.3.1 Adopt and implement the Badminton England Safeguarding and Protecting Children and Young People Policy, procedures and guidelines.
 - 3.3.2 Appoint a Club Welfare Officer in line with the Badminton England guidelines and role description.
 - 3.3.3 Provide access to appropriate training and support for those who have responsibility in relation to children and young people.
 - 3.3.4 Ensure that all committee members, coaches and club members are aware of their responsibility for safeguarding and protecting children and young people in badminton.
 - 3.3.5 Implement a policy of best practice and adhere to the Badminton England Codes of Ethics and Behaviour.
 - 3.3.6 Work in partnership with parents/carers and young people within the club.
 - 3.3.7 Ensure that all staff/ volunteers working with young people are recruited according to the Badminton England recruitment guidelines this includes ensuring those working in Regulated Activity ⁴ with young people complete an enhanced DBS disclosure application with Badminton England and all qualified coaches are coaching members of Badminton England.
 - 3.3.8 Ensure that all concerns and reported cases are managed in line with Badminton England Policy and procedures, this includes reporting to county or national level as appropriate.

⁴ Regulated Activity in badminton includes roles that regularly involve: coaching, training, instructing, giving advice or guidance. Regular means once a week or more or 4 times in a month, or overnight. For more information see the Badminton England website: www.badmintonengland.co.uk/DBS

4. Prohibited Conduct

- 4.1 Best practice must be observed by all adults working with children and young people in both a paid and voluntary capacity, the following practice must be avoided, including but not limited to:
- 4.1.1 Spending time alone with children and young people away from others.
 - 4.1.2 Inviting or allowing a child or young person to stay at their home.
 - 4.1.3 Transporting a child or young person in a car alone.
 - 4.1.4 Engaging in rough, physical or sexually provocative games with children and young people.
 - 4.1.5 Sharing a room with a child or young person.
 - 4.1.6 Allowing or engaging in any form of inappropriate physical touching or sexual contact or behaviour.
 - 4.1.7 Using or allowing children and young people to use inappropriate language unchallenged.
 - 4.1.8 Making sexually suggestive comments to a child or young person.
 - 4.1.9 Failing to respond and report concerns⁵ when allegations/disclosures are made by a child or young person.
 - 4.1.10 Doing things of a personal nature for a young person that they can do for themselves. This does not preclude anyone attending to an injured/ill young person or rendering first aid.
 - 4.1.11 Departing from the Badminton club or agreed meeting point before the safe dispersal of all children and young people is complete.
 - 4.1.12 Humiliating or undermining a child or young person or acting in a way that negatively affects their self-esteem.
 - 4.1.13 Treating some children and young people more favourably than others.
 - 4.1.14 Creating a dependent relationship between themselves and a child or young person, failing to maintain appropriate boundaries.
 - 4.1.15 Private telephone calls, texts, social network messages/contact and emails without parental consent or knowledge.⁶

5. Consequences

- 5.1 Individuals who do not observe best practice with children and young people, breach the Badminton England Safeguarding and Protecting Children and Young People Policy and/or the Badminton England Codes of Conduct will be investigated by Badminton England in accordance with the Badminton England Disciplinary Regulations.
- 5.2 It shall be a ground for action to be taken where an organisation/person over whom Badminton England has jurisdiction is found to have harmed the safety and/or welfare of a child or young person, or whose conduct (whether in badminton or not) is deemed to pose an actual or potential risk of harm to the safety and/or welfare of a child or young person in badminton.

⁵ The procedure for reporting a Safeguarding concern can be found on the Badminton England website.

⁶ See supporting guidance on the Badminton England website.

6. Whistleblowing

- 6.1 All suspicions and allegations must be taken seriously and appropriately reported. It is recognised that strong emotions can be aroused particularly in cases where any form of abuse or poor practice is suspected or where there is loyalty, sometimes misplaced, to a colleague or someone who is known to you.
- 6.2 Individuals may not express concerns because they fear harassment or victimisation. In these circumstances it is important to understand these feelings but not to allow them to interfere with the need to ensure that concerns are reported appropriately. Not acting is not an option and in certain circumstances non reporting of a concern may be considered a disciplinary issue.
- 6.3 Badminton England is committed to the highest possible standards of openness, honesty and accountability. In line with that commitment, all members are encouraged to come forward and share any concerns. It is recognised that certain cases will have to proceed on a confidential basis.
- 6.4 Badminton England will support any individual who reports any concerns relating to the welfare of children and young people, poor practice or possible abuse in good faith but who feels unable to communicate those concerns to their welfare officer (County or Club) or follow normal procedures for any reason.
- 6.5 If there is a concern about the welfare of a child or young person, or with regard to the behaviour of an adult towards a young person, or child-on-child abuse, concerns should be shared with the Badminton England safeguarding team.
- 6.6 All information received will be treated in confidence and only shared on a 'need to know' basis with those individuals who will be able to manage and resolve the situation. It may be necessary to seek advice from and/or inform the statutory agencies e.g. the police or Children's Social Care.
- 6.7 All concerns will be taken seriously and managed according to the Safeguarding and Protecting Young People in Badminton Policy and Badminton England Disciplinary Procedures.
- 6.8 Where an individual feels unable to report concerns with Badminton England the NSPCC Whistleblowing advice line can be contacted on 0800 028 0285 or by emailing help@nspcc.org.uk

7. Positions of Trust

- 7.1 An adult, aged 18 or older, in a position of authority or responsibility over a child or young person is in a position of trust. This is defined by the activity that they carry out in relation to the child, namely, coaching, teaching, training, supervising or instructing, whether in a paid role or as a volunteer. This relationship can be described as one where the adults is in a position of power and influence by virtue of their role.
- 7.2 It is a criminal offence for any person in a position of trust to have a sexual or intimate relationship with a child or young person under 18 years old, even if the relationship is deemed to be consensual.
- 7.3 Any sexual activity, including online activity, between someone in a position of trust and a child or young person should be reported.

8. Monitoring and Review

- 8.1 This Policy has been developed based on the principles contained within UK and international legislation and Government guidance, complementing Local Safeguarding Children Boards' procedures. This policy will be reviewed every two years, or whenever there is a major change in legislation, statutory guidance or significant organisational change.

9. Further Information

- 9.1 This policy is supported by the following documents:

- Badminton England safeguarding best practice documents
- Badminton England Disciplinary Regulations
- Badminton England Child Protection Records, Retention & Storage Policy
- Badminton England Codes of Ethics and Behaviour
- Badminton England safeguarding flowchart for reporting concerns and taking action
- Badminton England Whistleblowing Policy

These documents can be accessed on the Badminton England website or by emailing safeguarding@badmintonengland.co.uk