



# Badminton Ireland

## Safeguarding Children & Young People Policy

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## **CHAPTER 1 – INTRODUCTION & USE OF THIS POLICY**

This policy aims to assist people in roles in Badminton Ireland affiliated bodies by both protecting them through clear guidance and by providing clear procedures for protecting Children's/Young People's welfare. The welfare of the Children/Young People is of paramount importance in all our activities.

Children/Young People (Child/Juvenile/Junior/Underage) as defined in applicable law who participate in Badminton should be able to take part in an enjoyable and safe environment and be protected from harassment and abuse. It is the responsibility of everyone involved in Badminton to protect these Children/Young People. For the purposes of this document, all individuals under the age of 18 are considered as Children/Young People.

Parents and Guardians have the primary responsibility for the care and protection of their Children/Young People. Badminton Ireland also has a duty of care to promote the welfare and safety of Children/Young People. This policy aims to foster the development of physical and social qualities that come from Badminton.

Every member of the organisation should always show respect and understanding for each members' rights, overall development, safety and welfare.

Every member in Badminton Ireland has a duty of care to all Children/Young People and duty to recognise and respond to the possibility of abuse or neglect, so as to ensure that the most effective steps are taken to protect the Children/Young People and to contribute to the ongoing safety of Children/Young People.

Every member should conduct themselves in a way that embraces the ethos and principles of Badminton Ireland, which are highlighted in the Code of Conduct (Appendix 3). Every member should also understand their role and be aware of their responsibilities in the welfare and protection of Children/Young People.

### **1.1.** Glossary of Terms

*Designated Liaison Person* –is required to ensure the mandated person reports any concerns. The role description is provided in section 2.2.

*Mandated person* –is the Governance & Participation Manager within Badminton Ireland. The role description is provided in section 2.3.

*Safeguarding Officer*– all clubs must have a Safeguarding Officer once there are Children/Young People in the club. They must be an affiliated member of BI, Garda

*/Access NI vetted and have completed a Safeguarding course 1/Safeguarding Children and Young People in Sport as a minimum level of training. It is recommended that as soon as possible after taking up their post, safeguarding officers attend Safeguarding 2 and Safeguarding Level 3 workshops or Designated Safeguarding Children Officer workshops which are listed on the Badminton Ireland/ Ulster Badminton website. All Safeguarding Officers at club level will also act as the Designated Liaison Person for clubs in the Republic of Ireland.*

*Designated Liaison Person* – at Club/County/Branch level is responsible for ensuring that reporting procedures within your club are followed. The Safeguarding Officer at Club/Branch level will also act as the Designated Liaison Person for the Club/County/Branch.

*Parent/Guardian* - For this document when referring to parent/guardian, the term is used to include parents, legal guardians, and/or carer, with full responsibility for the Children/Young People.

*Leader* – Badminton Ireland coaches/managers/selectors and all adults who are appointed and agree to accept responsibility for the welfare of Children/Young People of any club/squad/group. In addition, parents that are assisting on an ongoing basis must be vetted.

*Coaches* –refers to any individual, including teachers, involved in the practice of teaching and coaching any of the Badminton disciplines through BI affiliated clubs and schools.

*Affiliated Bodies* – refers to Badminton Ireland affiliated Clubs, Counties, Leagues, Court Officials Group or Branches.

*Affiliated Member (Playing or Committee)* – refers to any member of Badminton Ireland, be they a player, official or volunteer, where specified refers to any person appointed to a Club, Regional or National Committee (who is affiliated to Badminton Ireland)

*Statutory Authorities* – this refers to the government entities tasked with receiving reports or concerns relating to child abuse, namely the Social Work departments of TUSLA (Child and family agency) and the Garda Síochana (Ireland) or the Health and Social Care Trusts and Police Service of Northern Ireland (NI)

## 1.2. Abbreviations

*Access NI* – Access Northern Ireland, the organisation responsible for processing vetting checks in Northern Ireland

*Code of Ethics* – [Code of Ethics & Good Practice for Children’s Sport](#)

*H SCT* – Health and Social Care Trusts Gateway Team (Northern Ireland)

*NDLP* – National Designated Liaison Person

*DLP* – Designated Liaison Person

*NI* – Northern Ireland

*NVB* – [National Vetting Bureau](#) the Garda Vetting organisation responsible for processing vetting checks in the Republic of Ireland

*PPU* – Public Protection Units, PSNI sector responsible for investigating child abuse allegations.

*PSNI* – Police Service of Northern Ireland

*ROI* – Republic of Ireland

*SI* – Sport Ireland

SO –Safeguarding Officer

*Sport NI* – Sport Northern Ireland, the Sports Council in Northern Ireland

For the Republic of Ireland, Badminton Ireland and Affiliated Bodies should reference:

- Protected Disclosure (Amendment) Act 2022
- Harassment, Harmful Communications and Related Offences Act 2020
- Children First: National Guidelines for the Protection and Welfare of Children, Dept. of Health & Children 2017
- Criminal Law (Sexual offences) Act 2017
- Children's First Act 2015 National Vetting Bureau (Children & Vulnerable Persons) Acts 2012-2016
- Criminal Justice (Withholding of Information on Offences against Children and Vulnerable Persons) Act 2012
- Criminal Justice Act 2006
- The Protection for Persons Reporting Child Abuse Act 1998
- Child Care Act 1991

For Northern Ireland, Badminton Ireland and Affiliated Bodies within should reference:

- Children Order (NI), 1995
- Keeping Children Safe 2017
- Co-operating to Safeguard Children and Young People 2017
- Regional Core Child Protection Policy and Procedures, 2017
- Safeguarding Vulnerable Groups (NI) Order 2017
- Sexual Offences (NI) Order 2008
- Criminal Law (NI) Act 1967 and adopted for the ROI in 1997

Access NI info available at [www.nidirect.gov.uk/accessni](http://www.nidirect.gov.uk/accessni)

## **CHAPTER 2 - SAFEGUARDING STRUCTURE**

It is important that Badminton Ireland has an effective, coordinated approach to providing efficient standards of Children/Young people protection and safeguarding in our Sport. Clubs and Branches must have a Designated Liaison Person in position, and all affiliated bodies should be made aware of reporting structures within Badminton Ireland.

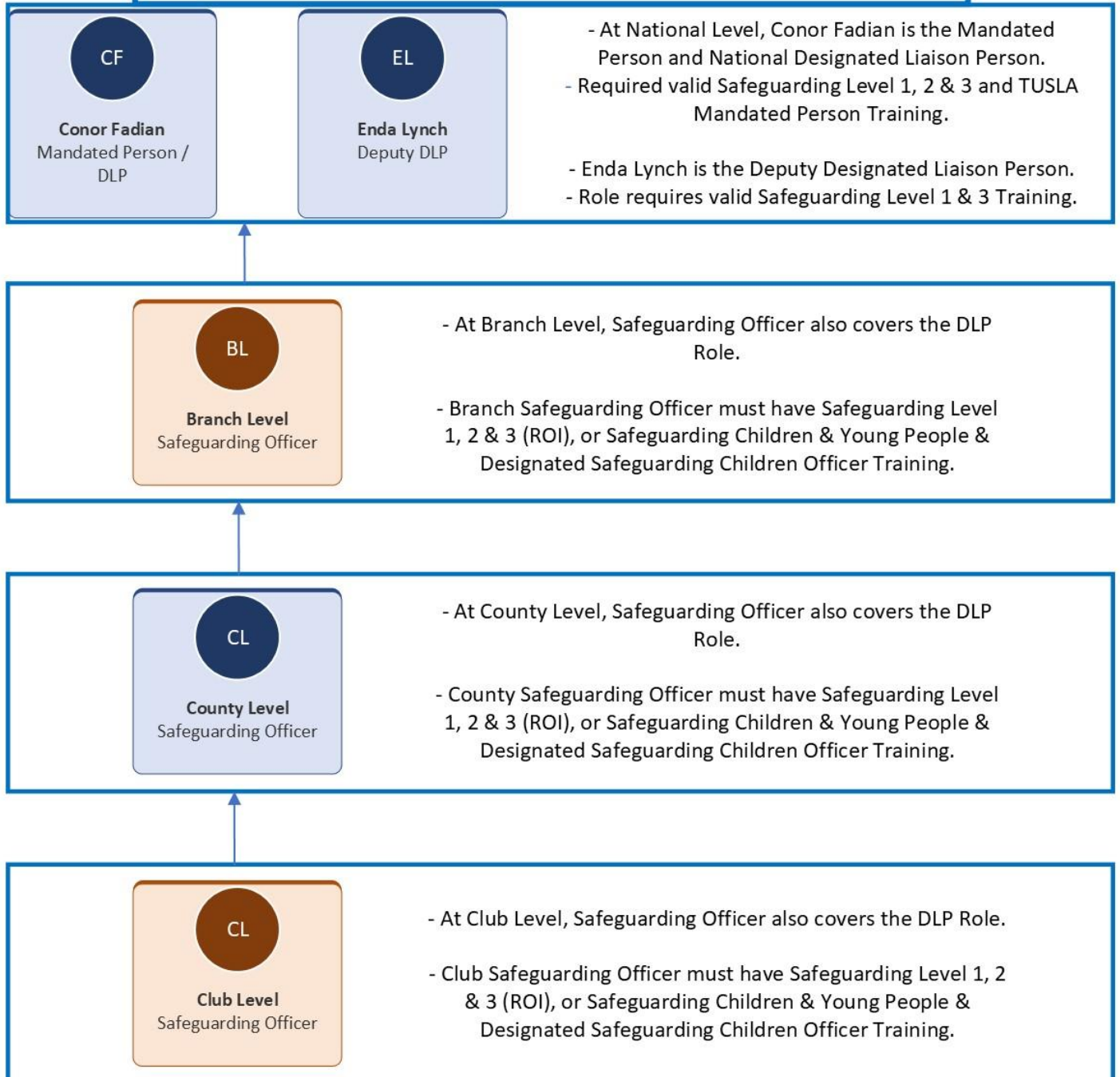
We have a full-time employed National Mandated Person (who also acts as the NDLP) and a Deputy Designated Liaison Person at National level. Please refer to section 7.2 for their details.

At Branch Level, Badminton Ireland has Safeguarding Officers (who also act as the Branch DLP) who can provide support, guidance and advice to Safeguarding Officers in clubs and county associations.

This structure aids Badminton Ireland as an NGB to support our clubs, counties, leagues and branches with the most effective framework to safeguard the Children/Young People within our sport.

Our structure in terms of safeguarding our members is detailed in the diagram 1.5.1

Fig. 1.5.1 - Badminton Ireland Safeguarding Structure



## 2.1 Badminton Ireland Safeguarding Responsibilities

Safeguarding is about being proactive and putting measures in place in advance of any contact with Children/Young People and to ensure that Children/Young People are going to be kept safe. This should include:

- Ensuring staff/volunteers are properly checked through the vetting process when they are recruited.
- Guidelines for people who come into contact with Children/Young People as part of their role to ensure they know what they need to do to keep them safe.
- Guidelines for planning an event or activity with Children/Young People and putting measures in place to minimize the risk of safeguarding issues occurring.

People working with Children/Young People within Badminton Ireland and its Affiliated Bodies, should be aware of the responsibility they have in protecting Children/Young People from harm, and ensuring we are providing a safe environment for our Children/Young People. They should be aware of policies being implemented to do so and most importantly be aware of their Safeguarding Officer's role and responsibilities.

## 2.2 The Designated Liaison Person

Is an individual who is familiar with and carries out the reporting procedure as contained in Badminton Ireland Safeguarding Children & Young People 2019 policy, the Children First (2015) policy and the NI Children Order (1995).

The DLP is responsible for ensuring that reporting procedures within an organisation are followed so that Children/Young People's welfare and protection concerns are referred promptly to TUSLA, Health and Social Care Trusts and/or An Garda Síochána / PSNI. The DLP should record all concerns or allegations of Children/Young People abuse brought to his or her attention, and the actions taken in relation to a concern or allegation of abuse. Please refer to (Children First Guidance, 2017, p.36).

The DLP / Safeguarding Officer should be a member of or have access to, the Management Committee and should be introduced to the Children/Young People in an appropriate forum.

*Designated Liaison Person must:*

- Ensure that the National Mandated person is following the reporting procedure.
- Consult with Club Safeguarding Officer or the Person Reporting abuse on the specific details of the incident.
- Consult informally with the duty social worker in TUSLA to clarify areas of concerns regarding Children/Young People if a report is being made jointly.

with the organisations Mandated Person.

- Inform/report to the local duty social worker in TUSLA (Child and Family Agency)/HSCT Gateway Team or Gardai/PSNI (in an emergency) of concerns about individual Children/Young People (this will need to be done in conjunction with the Mandated Person)
- Liaise with the Badminton Ireland Mandated Person or National Deputy Designated Liaison Person on matters of concern regarding Children/Young People's welfare and safety at regional and national level, and in all circumstances where a member of Badminton Ireland may be required to step aside. This can include where a concern or allegation of child abuse concerning a member of a Badminton Ireland affiliated body.
- Maintain a record of action taken by Badminton Ireland for any concerns or allegations of abuse made to the statutory authorities.
- Be aware of the local and national contacts and services available in relation to Children/Young People's protection
- Communicate with statutory agencies and parents as required.
- Assist with the implementation of the Children/Young People's protection training requirements for Badminton Ireland, liaising with the National Mandated Person
- Support the National Mandated person with the implementation of policies and procedures within Badminton Ireland to deal with persistent poor practice.

- Act as an advisory source for matters of confidentiality, record keeping and data protection.
- Where required act as an Authorised Liaison Person for the purposes of Garda Vetting (applicable to DLP roles at National level only)

### 2.3 Mandated Person

The role of the mandated person is summarised in the Children First Act (2015) where it places a legal obligation on certain people, many of whom are professionals, who have contact with Children/Young People and who, because of their qualifications, training and/or employment role, are in a key position to help protect Children/Young People from harm. Badminton Ireland employs a mandated person, and our reporting procedure states clearly that mandated persons must report concerns of harm above a threshold under the Children First Act 2015 (Children First Guidance 2017, Ch. 3 – Appendix 11). Where a mandated person knows, believes or has reasonable grounds to suspect that Children/Young People have been harmed, are being harmed, or are at risk of being harmed, they must report that knowledge, belief or suspicion to the Authorised Person within TUSLA. (Children First Act 2015, Schedule 2 – Appendix 14). The Safeguarding Officer with responsibility for Ulster Badminton will be responsible for reporting matters relating to alleged abuse in Northern Ireland; they will also inform the Mandated Person/National Designated

Liaison Person (NDLP) within Badminton Ireland in such circumstances. Reporting in Northern Ireland will be made to HSCT Gateway Team or the PSNI.

## 2.4 The Safeguarding Officer

The Safeguarding officer role includes:

- 2.4.1 Ensuring the Child Safeguarding Statement is up to date and displayed where Children/Young People can see it
- 2.4.2 Promoting awareness and implementation of Badminton Ireland's Safeguarding Children/Young People policy among young members and their parents/guardians. This could be achieved by the production / distribution of information leaflets, notices or banners, establishing a Children's/Young People's specific notice board, or regular information meetings for Children/Young people and their parents/guardians.
- 2.4.3 Influencing policy and practice within the club/county/league To prioritize Children's/Young People's needs.
- 2.4.4 Ensuring that Children/Young People know how to make concerns known to appropriate adults or agencies.
- 2.4.5 Encouraging the appropriate involvement of parents/guardians.
- 2.4.6 Working with other club officers to ensure that all children/young people have been registered appropriately with Badminton Ireland for insurance purposes.

- 2.4.7 Acting as an advisory resource to Sports Leaders on best practice in Children's/Young People's sport
- 2.4.8 Reporting regularly to their relevant Executive Committee of the affiliated body
- 2.4.9 Monitoring changes in membership and following up any unusual dropout, absenteeism or club transfers by Children/Young People or Sports Leaders
- 2.4.10 Ensuring that the Children/Young People have a voice in their sporting environment and ensuring that there are steps Children/Young people can take to express concerns about their activities / experiences.
- 2.4.11 Facilitating parents' information sessions at the start of the season.
- 2.4.12 Ensuring each member signs an annual membership/entry form that includes signing up to the code of conduct.
- 2.4.13 Having knowledge of categories and indicators of abuse
- 2.4.14 Undertaking training in relation to safeguarding/Children/Young People's protection
- 2.4.15 Being familiar with and able to carry out reporting procedures as outlined by Badminton Ireland, ensuring that people who coach or supervise children have valid vetting and safeguarding training in place.
- 2.4.16 Communicating with parents and/or agencies as appropriate
- 2.4.17 Being aware of local contacts and services in relation to safeguarding, e.g., principal and duty social workers and their contact details.

2.4.18 Ensuring appropriate training is available to all volunteers working with children and young people.

2.4.19 Informing the local duty social worker in TUSLA /the Health and Social Care Trusts and/or a Garda Síochána/PSNI of relevant concerns about individual Children/Young People

2.4.20 Reporting persistent poor practice to the County/Branch SO for further escalation to the National Mandated Person (if required).

The Safeguarding Officer role at Club, County and Branch level also includes the responsibilities of the Designated Liaison Person role outlined in section 2.2.

## 2.5 Badminton Ireland requirements for Safeguarding Officers

To ensure comprehensive oversight and protection for all Children/Young People, it is a legal and moral requirement to appoint a responsible adult to act as a Safeguarding Officer in every club with Children/Young People.

The Safeguarding Officer must be made known to Badminton Ireland at the start of every season before Children/Young People are registered.

## 2.6 Key Badminton Ireland requirements for Safeguarding Officers

1. Must be Garda /Access NI vetted.
2. Must be affiliated to Badminton Ireland
3. Must complete Safeguarding 1, 2 & 3), or for NI, Safeguarding Children and Young People and Designated Safeguarding Children Officer Training

A Safeguarding Officer may assume the role in more than one club provided they are an affiliated member of both clubs. It is essential that all parents/guardians, coaches and committee members are aware of who their Safeguarding Officer is, and the role they have in their club.

## 2.7 Key Badminton Ireland requirements for Affiliated Bodies

4. Ensure that the Risk assessment is reviewed and confirmed to Badminton Ireland\*
5. Ensure that the Child Safeguarding Statement is visible at the venue of play\*

\*With regards to the Risk Assessment and Safeguarding Statement, these are legally required documents for Affiliated Bodies working with Children/Young People in the Republic of Ireland. Whilst it is not a legal requirement in Northern Ireland, it is regarded as best practice to implement these procedures within your Affiliated Body.

## 2.8 Badminton Ireland – Safeguarding values

As the National Governing Body for the sport of Badminton on the island of Ireland, we have an important role to play in the standards and values we promote through our sport.

Our Safeguarding values in promoting a positive sporting environment are as follows:

#### 2.8.1 Fair Play

We believe that by engraining this as a core safeguarding value, people will show respect for their fellow players, coaches, court officials, event organisers and parents.

#### 2.8.2 Equality

We believe that everyone should have the opportunity to play and be involved in our sport regardless of gender, age, sexual orientation, ethnicity, religion or socio-economic status.

#### 2.8.3 Quality Environment for Development

We believe that we have a responsibility to offer our affiliated members the opportunity to play Badminton in a safe environment. We also believe that we have an important role in the nurturing and development of our Children/Young People and can use our position to provide this environment.

## **CHAPTER 3 - POLICIES & PROCEDURES**

Badminton Ireland understands the need to support both volunteers and coaches in their roles in working with Children/Young People. We strive to offer best practice in our work with Children/Young People, and in order to do so have a number of policies and procedures outlined in our appendix of this policy document.

It is critical that we have structures within our affiliated bodies which promote good practice and an ethical approach which offers good leadership within the structures of the organisation. There must be a strong commitment present within affiliated bodies in Badminton Ireland to ensure the safety and welfare of Children/Young People.

Effective communication within the organisation is essential in terms of addressing any safeguarding issues concerning children/young people. It is important that affiliated bodies maintain accurate records in such cases. It is also important that confidentiality is practiced and information in such cases is passed onto people only in the best interests of the child/young person.

The welfare of Children/Young People is of paramount importance within Badminton Ireland and its affiliated bodies.

### **3.1 Disciplinary & Complaints Procedures**

Every affiliated body with Badminton Ireland should take a proactive approach to deal with issues surrounding safeguarding. Complaints should be dealt with in a timely manner, with all parties concerned in the process protected from public scrutiny.

Affiliated bodies should adopt Badminton Ireland's Complaints and Disciplinary procedures as outlined in the Complaints Management Policy.

## 3.2 Recommended Practice & Procedures

Badminton Ireland recommends the following to be implemented across our affiliated bodies:

- Clubs, Counties & Branches must appoint a Safeguarding Officer
- Clubs, Counties & Branches SO's will also act as a Designated Liaison Person (DLP) (Designated Person appointed at Branch Level in Ulster, DLP only applicable to ROI affiliated clubs/branches)
- The Code of Conduct (Appendix 3) should be promoted within your club as a source of detailing what behaviour is acceptable from all participant including players, parents, coaches, committee members and officials.
- The Code of Conduct (Appendix 3) must be adhered to as a matter of utmost importance, and all members should have signed via their membership/entry forms, prior to the commencement of the Badminton season.
- In the case of safeguarding Children/Young People, any complaints or issues concerning the welfare of a child/young person should be made to the club Safeguarding Officer.
- All complaints relating to safeguarding should be responded to as soon as possible and seek to be resolved internally within the Affiliated Body within 5 working days.
- If a complaint is of a serious nature and identifies a potential category of abuse (see 6.1, p.25) in terms of Safeguarding, it must be passed on to the National Mandated Person and/or National Designated Liaison Person.
- In circumstances where an allegation has been made which requires a referral to be made to a statutory authority either through a third party or by Badminton Ireland, the Mandated Person & National Deputy Designated Liaison Person have the right to cease membership to Badminton Ireland of the alleged perpetrator whilst the investigation is ongoing.

- The Board of Directors of Badminton Ireland will be informed that a referral has been made in such a circumstance, and the action which has been taken. Details of the allegation will not be communicated and confidentiality regarding the issue will be maintained throughout.
- Written confidential records relating to any case of misconduct or in relation to poor practice, should be stored securely, and accessed only by people who need to know.
- Safeguarding Officers should always look to resolve complaints of poor practice within their club and should look to take informal action where possible in such cases.
- All volunteers working with Children/Young People must be vetted via NVB/Access NI
- All clubs must complete a safeguarding risk assessment and Child Safeguarding Statement and return it to the Mandated Person (Appendix 1 & 2, Applicable to affiliated bodies in the Republic of Ireland only)
- The Child Safeguarding Statement must be visible at the affiliated bodies venue of play and be made accessible to those who wish to view it. (Applicable to affiliated bodies in the Republic of Ireland only)

#### **CHAPTER 4 - RECRUITMENT OF VOLUNTEERS/COACHES**

Throughout the early years of Children/Young People's participation in Badminton, adults shape and foster the experience they're going to have within the sport. It is important, taking this into account, that volunteers who are recruited to work with Children/Young People are adequately supported and trained to be competent in such roles.

It is the position of Badminton Ireland that all persons who are involved in coaching Children/Young People must have the following:

- Garda Vetting / Access NI

(Valid for a 3-year period, at which time the process must be renewed)

- Must have Safeguarding Level 1 Training / Safeguarding Children and Young People in NI - (Valid for a 3-year period, at which time the process must be renewed)
- Be an affiliated member of Badminton Ireland
- Have completed a 'Shuttle Time' Foundation Coaching Award

Badminton Ireland strongly recommends coaches who operate to the standards set out in the Badminton Ireland Coaching License scheme. This scheme provides coaches with insurance and ensures they are meeting the proper legal requirements in terms of vetting, safeguarding training, and appropriate professional qualifications.

People who are in a role whereby they are supervising activity must have the following:

- Garda Vetting / Access NI
- Must have Safeguarding Level 1 Training / Safeguarding Children and Young People in NI
- Be an affiliated member of Badminton Ireland

Further Guidance on the Recruitment and Selection of volunteers within Badminton Ireland and its affiliated bodies is provided in Resource 6 (Appendices) relating to this document.

## **CHAPTER 5 - EDUCATION & TRAINING**

Safeguarding Officers in affiliated bodies should be working with their executive committee to ensure that those persons working with Children/Young People within Badminton Ireland have received adequate training and support.

It is an affiliated bodies responsibility to ensure that their sports leaders are provided with training and education opportunities. All committee members, coaches and parents/guardians, with unsupervised access to Children/Young People, should have received training to a minimum Safeguarding Level 1 (ROI) / Safeguarding Children & Young People in Sport (NI).

The roles of Safeguarding Officer and Designated Liaison Person also have specific training available related to their roles. The Safeguarding Officer (who also acts as the Designated Liaison Person) must complete Safeguarding Level 2 & 3 (ROI)/ Designated Safeguarding Children Officer Training (NI).

The courses in the Republic of Ireland are delivered through the LSP/Badminton Ireland and in Northern Ireland, they are delivered through Sport NI/Ulster Badminton. The course dates and information can be found on the Badminton Ireland/Ulster Badminton websites.

## 5.1 Practice

All leaders working with Children/Young People have a responsibility to behave and communicate in a positive manner. The overall aim of applying our Safeguarding values on a practical level is so we can provide Children/Young People with a safe, fun environment.

### **CHAPTER 6 – CATEGORIES OF ABUSE**

It is generally acknowledged that there are different types of Child /Young Person abuse – Physical, Sexual, Emotional and Neglect are the recognised forms of abuse that a child/young person may experience in both Republic of Ireland and in Northern Ireland. This policy provides an additional definition of Exploitation being added to reasons for interventions in Northern Ireland.

- **Neglect** - Neglect is the failure to meet a child/young person's physical, emotional and/or psychological needs, such that it is likely to result in significant harm as outlined in Children First National Guidance (Appendix 11).
  - It may involve failing to provide adequate foods, shelter and clothing.
  - Failing to protect a vulnerable person from physical harm or danger.
  - Failing to ensure access to appropriate medical care or treatment.
  - Lack of stimulation or lack of supervision.
  - Failure of the child to thrive and have their growth altered on the basis of

actions taken by their parent/guardian.

- Abandonment or desertion
- **Emotional** - Emotional abuse is the persistent emotional ill-treatment of a child/young person such as to cause severe and persistent adverse effects on the child's / young person's emotional development.
- It may involve conveying to Children/Young People that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.
  - It may involve causing Children/Young People frequently to feel frightened or in danger, or the exploitation or corruption of them.
  - Smothering a child's development through over-protection can also be a form of abuse.
  - Some level of emotional abuse is involved in all types of ill-treatment of a child, though it may occur alone.
  - Domestic violence, adult mental health problems and parental substance misuse may expose a child/young person to emotional abuse.
  - Ongoing family conflict and violence

- **Physical** - Physical abuse is the deliberate physical injury to a child/young person, or the willful or neglectful failure to prevent physical injury or suffering.

This may include

- Hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, confinement to a room or cot.
  - Inappropriately giving drugs to control behaviour.
  - Poisoning
  - Use of excessive force in handling
- 
- **Sexual** - Sexual abuse involves forcing or enticing Children/Young People to take part in sexual activities, whether or not they are aware of what is happening. The activities may involve:
    - Physical contact, including penetrative or non-penetrative acts.
    - Non-contact activities, such as involving children/young people in looking at or the production of pornographic material.
    - Watching sexual activities or encouraging Children/Young People to behave in sexually inappropriate ways.
    - Sexual activity involving an adult and an underage person.

- Abuse of positions of trust
- **Exploitation** – is the intentional ill-treatment, manipulation or abuse of power and control over Children/Young People; to take selfish or unfair advantage of a Child/Young People or situation for personal gain. It may manifest itself in many forms, such as:
  - Child labour including slavery or servitude.
  - Engagement in criminal activity
  - Organised begging
  - Benefit or other financial fraud
  - Child trafficking or child sexual exploitation

It extends to the recruitment, transportation, transfer, harboring or receipt of Children/Young People for the purpose of exploitation. Exploitation can be sexual in nature.

*It should be remembered that sexual activity involving a child/young person may be sexual abuse even if the child/young person concerned does not themselves recognise it as abusive.*

- **Bullying** - Has been recognised and defined as the repeated use of power by one

or more persons intentionally to harm, hurt or adversely affect the rights and needs of another or others. It can take many forms, but the three main types are:

- **Physical** (e.g., hitting, kicking, theft)
- **Verbal** (e.g., racist or sectarian remarks, threats, name-calling)
- **Emotional** (e.g., isolating an individual from the activities and social acceptance of their peer group).

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to Children/Young People, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm). It is important that leaders within our Affiliated Bodies have a pro-active approach to reducing the risk of bullying and educating their players / coaches / officials on the impacts of bullying.

Signs of abuse can be physical, behavioural or developmental. In most circumstances, it is the behavioural signs which are first observed which could involve the Child/Young Person becoming withdrawn, showing distrust of adults, or regressive behaviour.

*If you think a Child/young person is in immediate danger and you cannot contact TUSLA/HSCT Gateway Team, you should contact the Gardai/PSNI without delay.*

## 6.1 Guidance for working with Children/Young People

People working with Children/Young People should provide a safe environment, where the sports leader acts as a role model for all those with whom they are working. Additionally, they should at all times in their work with Children/Young People:

- Praise and encourage Children/Young People in their actions and efforts.
- Support and promote fair play within your Badminton club.
- Understand the developmental needs of children in their care.

Coaches and/or supervisors should avoid implementing the following practices with their Affiliated Bodies:

- Transporting Children/Young People on journeys alone in their car
- Spending excessive lengths of time with children away from the

group Coaches and/or supervisors should never:

- Taking coaching sessions alone with children
- Take Children/Young People to their home.

- Abuse a child in any manner as categorized under the forms of abuse.
- Take any illegal substances or use alcohol before coaching, during away trips or during events.

Parents / Guardians should be encouraged to support all Children/Young People in their Affiliated Bodies and conduct themselves in a manner which is in line with the Badminton Ireland Code of Conduct as outlined in Appendix 3 of this policy.

Children/Young People take example from the adults around them, and how they conduct themselves in a sporting environment. It is important that parents/guardians consider the following:

- Be aware of the commitment of coaches/managers/committee members and their role within the Affiliated Bodies.
- Show respect for the coaches and their decisions.
- Behave appropriately at events.
- Encourage fair play and set out the importance for their child to play by the rules.
- Focus on the importance for the child to enjoy the sport, and do not have an over-emphasis on winning.
- Have an interest in their child's/children's progress within the Affiliated Bodies and develop a positive relationship with coaches to ensure that there are no barriers to discussing concerns regarding their welfare.

## 6.2 Further guidance in implementing best practice

In the safeguarding resource section of this policy, we have outlined several guidance documents which are designed to assist our coaches and volunteers in implementing best practice for Children/Young People.

These guidance documents are focused on the following areas:

- Code of Conduct
- Vetting Policy
- Complaints Management Policy
- Recruitment & Selection Guidelines
- Travel & Away Trips Guidelines
- Social Media & Photography Guidelines
- Supervision Guidelines

It is important that all members working with children and young people are aware of the contents of these policies and guidelines, and that they are adopted within the affiliated bodies of Badminton Ireland.

## **CHAPTER 7 - PROTECTION**

The most important goal of our work with children is that all clubs and affiliated bodies create an environment for our Children/Young People that is safe and enjoyable for all involved. By adopting the policies and guidance provided by Badminton Ireland, affiliated bodies are taking positive steps towards achieving this goal.

The two objectives of safeguarding Children/Young People are achieved by first of all creating child protection policies and procedures whereby we have a structure in which our coaches, children, members, officials, volunteers and parents/guardians can be confident in the provision of Badminton for Children/Young People in our affiliated bodies. The second element of safeguarding is creating a child-centered environment whereby we can ensure that Children/Young People are comfortable to voice any concerns they feel are impacting on their welfare and enjoyment of the sport.

### **7.1 Areas of Risk within Badminton Ireland**

It is important that those within our sport are aware of the potential risks that could face us in our work with Children/Young People, and that there is an awareness of what could potentially put children at the risk of harm. Potential issues that we must try to avoid in our work with Children/Young People could be among others:

- Children/Young People not being adequately supervised whilst attending their badminton club, or on away trips with an affiliated body of Badminton Ireland.
- Overtraining and Burnout.
- Use of substances such as drugs and alcohol.

- Behaviour which is not in line with the Badminton Ireland Code of Conduct. (Appendix 3)

*Coaches and leaders within Badminton clubs should ensure that:*

- Activities are age-appropriate and are performed in a safe environment.
- Children/Young People are in a healthy condition to participate in an activity.
- There is not an over-emphasis on winning but more a culture of highlighting the effort made by a child.
- Involve the child/young person as much as possible in the activity.
- Discipline is handled in a fair and transparent manner and that rules are set out prior to the activity.
- Provide feedback which highlights positive elements of performance as well as developmental points.
- Have a solid, trusting relationship with children so that if they have any concerns that these can be communicated.
- The language used in communication is appropriate.
- Activities are fun, enjoyable and varied.
- Reasonable measures are taken to ensure that the environment is safe for Children/Young People to play in.

## 7.2 Grounds for concern relating to abuse.

As outlined in 6.1 of this policy referring to the categories of abuse, grounds for concern relating to child abuse can exist where you have the following:

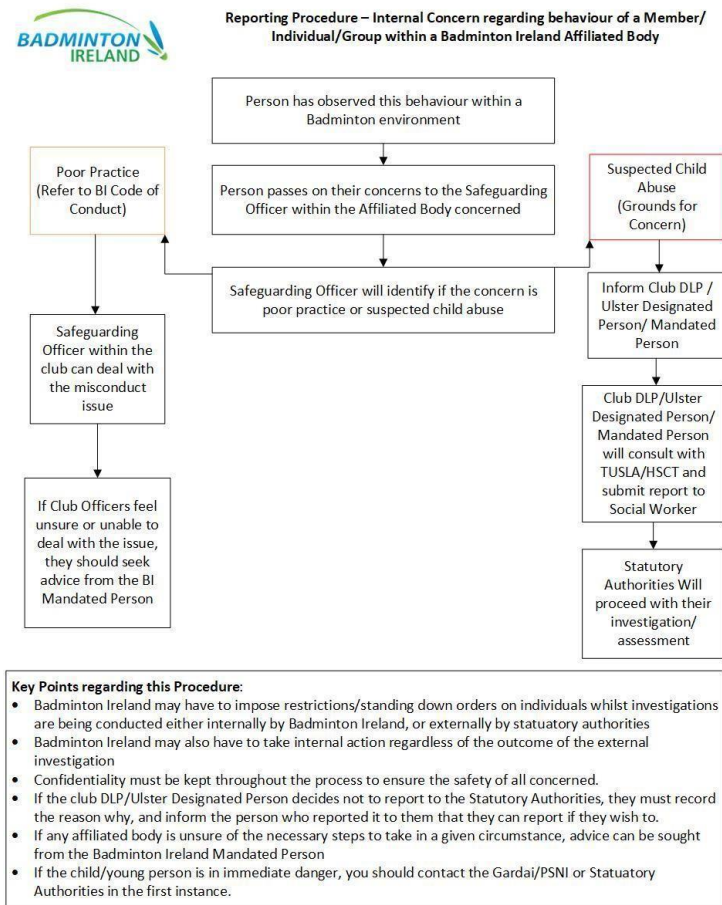
- A specific indication from Children/Young People that they have been abused.
- An account from a person who saw Children/Young People being abused.
- Evidence such as an injury or behaviour that is consistent with abuse and unlikely to have been caused in any other way.
- Any possible concerns that the Children/Young People may have been sexually abused.
- Consistent indication that over a period of time, there is evidence that a child/young person may be suffering from physical or emotional neglect.

In circumstances such as this, it is important that in recognising and understanding the consequences of abuse that the details of such grounds for concern are recorded and reported appropriately; reports should be made to the mandated person in Badminton Ireland. In the case of reporting in NI affiliated bodies, reports must be made to the Ulster Designated Person. If you feel Children/Young People are at immediate risk of harm, you should contact either the Garda Síochána (ROI) or PSNI (NI).

The details of both the Mandated Person and National Designated Liaison Person are listed below:

<p><b>Badminton Ireland</b></p> <p><b>Mandated Person</b></p> <p><b>&amp; National</b></p> <p><b>Designated Liaison</b></p> <p><b>Person</b></p>	<p><b>Badminton Ireland</b></p> <p><b>Deputy Designated Liaison</b></p> <p><b>Person</b></p>	<p><b>Ulster Badminton</b></p> <p><b>Designated Safeguarding</b></p> <p><b>Officer</b></p>
<p>Conor Fadian Phone:</p> <p>086 028 8555</p> <p>cfadian@badmintonireland.com</p>	<p>Enda Lynch Phone: 086</p> <p>832 3238</p> <p><a href="mailto:elynch@badmintonireland.com">elynch@badmintonireland.com</a></p>	<p>Name: Beverly</p> <p>Ringland</p> <p>Phone: 0044</p> <p>2892 638252</p> <p>Email:</p> <p><a href="mailto:safeguarding@ulsterbadminton.com">safeguarding@ulsterbadminton.com</a></p>

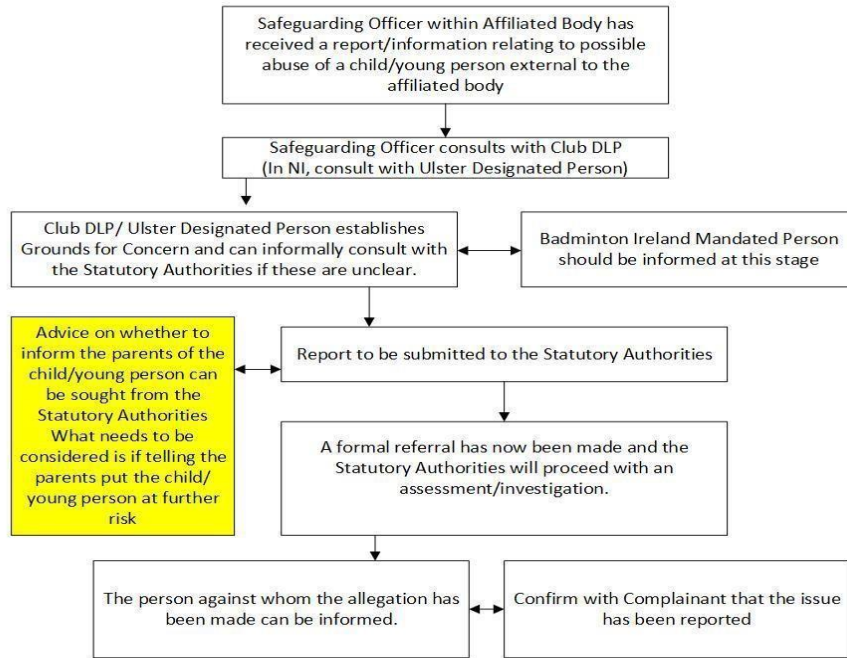
## 7.3 Reporting Process



*Internal Reporting Procedure – Fig.7.3.1*



**Reporting Procedure – In the case of suspected Abuse external to Badminton Ireland**



- Key points regarding this procedure:
- Confidentiality must be kept throughout the process in the best interest of all concerned
  - It is not a criminal offence to report suspected child abuse to the statutory authorities so long as it is based on 'good faith and without malice.'
  - If the club DLP/Ulster Designated Person decides not to report to the Statutory Authorities, they must record the reason why, and inform the person who reported it to them that they can report if they wish to.
  - The safety of the child/young person is of paramount importance in such a scenario
  - If the child/young person is in immediate danger, you should contact the Gardai/PSNI or Statutory Authorities in the first instance.

*Reporting an external concern – Fig. 7.3.2*

The process set out in the above diagram (Fig. 7.3.1) outlines where the reporting process should lead to in a summarised manner where a Safeguarding Officer can take informal action in the case of a report of poor practice, or formal action if the case of abuse/ground for concern. It also outlines what to do in the event of a report of suspected child abuse in a Badminton affiliated body.

The process for reporting an external concern regarding a child is provided in Fig. 7.3.2. It follows the same principles of reporting an internal concern. Issues concerning a child's welfare cannot be ignored regardless of whether abuse has occurred within the Badminton Club or not.

It is essential that all individuals working with Children/Young People are aware of this process and who to contact in this regard. Ensuring that people in the role of coach/supervisor are adequately trained in terms of Safeguarding training and that if guidance is required, they know where they can seek it; help and advice is always available from Badminton Ireland's Mandated Person (Contact Details available in section 7.2)

## 7.4 Responding to Non-Recent Allegations of Abuse

It is possible that allegations of abuse can be made several years after an actual incident. This may be because of a change in circumstances for either the survivor or the alleged perpetrator. Any non-recent allegations must follow the current Badminton Ireland safeguarding

procedures. This process applies also if the survivor is still under the age of 18. If there are grounds for concern, then statutory authorities must be informed (Police or /HSCT or TUSLA Gateway Teams/ Gardaí). The following points should also be considered;

- Clearly establish with the adult complainant/child/young person if there may be any children currently at risk of harm from the person they are saying abused them as a child.
- Advise the person making the complaint that they should inform the Gardaí/PSNI. Encourage them to do so while acknowledging the brave steps they have already taken in beginning to talk about their experience as a child. It is important that the person knows that there is a likelihood that an abuser will not have stopped abusing after their individual abuse ended and if the person harmed them they could be continuing to cause harm to others. This needs to be done without reinforcing the inappropriate guilt the survivor may already have for not coming forward earlier.
- If the complainant refuses to talk to the statutory authorities but has provided you with enough identifying factors, then this information **MUST** be shared with the Gardaí/PSNI. This breach of the complainants' confidence is only appropriate if there is any potential that the alleged perpetrator is still a risk to children or could face prosecution. Remember, the welfare of any children currently at risk is paramount. This must take priority over any request of confidentiality from the person providing you with the information/complaint. This should be explained to them at the earliest possible stage.

- Offer support to the complainant when making a formal complaint to the PSNI/Gardai
- Signpost the complainant to support agencies that can provide counselling, for example:

**In Northern Ireland** - NEXUS <http://www.nexusni.org/>

Belfast 028 9032 6803

L'derry 028 7126 0566

Enniski

llen 028 6632 0046 **In Republic of**

**Ireland** – TUSLA – 1800 234 235

One in Four – 01 66 24070

When an adult making a complaint chooses not to report the matter to the police, and you have already discussed the possibility of any child still being at risk you **MUST** follow Badminton Ireland reporting procedures and inform the Gardai/PSNI or TUSLA/Gateway Team immediately of any identifying features of the allegation including the name of the alleged abuser. The person making the complaint should be informed that this is the organisation's moral and legal responsibility. If the individual wishes to remain anonymous this should be respected but again explaining that without any further co-operation there may be little action the Gardai/PSNI can take to protect others. Encourage them to talk directly to the Gateway Teams/TUSLA, if not the Police, in order to enable social services to consider if there is any action, they can take to



protect Children/Young People at risk, as their threshold for intervention is lower than the evidence required for any criminal justice prosecution.

## **APPENDICES: SAFEGUARDING RESOURCES & DOCUMENTS**

Appendix 1 – Child Risk Assessment

Appendix 2 – Safeguarding Statement

Appendix 3 – Code of Conduct

Appendix 4 – Vetting Policy

Appendix 5 – Complaints Management Policy

Appendix 6 – Recruitment & Selection Policy

Appendix 7 – Travel & Away Trips Policy

Appendix 8 – Social Media & Photography Policy Appendix 9 – Supervision Policy

[Appendix 10 – Sport Ireland Safeguarding Guidance for Children and Young People in Sport](#)

[Appendix 11 – Children First National Guidance for the Protection and Welfare of Children](#)

[Appendix 12 – Children First Act 2015](#)

[Appendix 13 – The Children \(NI\) Order \(1995\)](#)