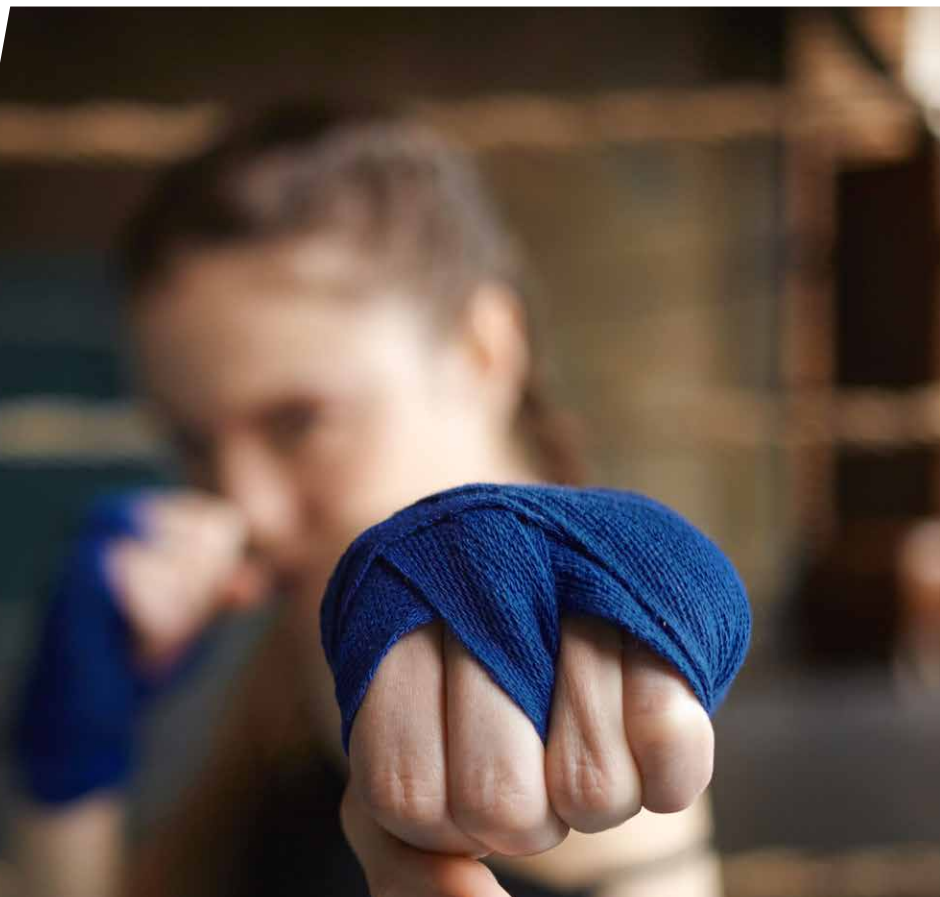


CHILDREN AND YOUNG PEOPLE SAFEGUARDING AND WELLBEING STRATEGY

2020 - 2023



OUR VISION

To include / To influence / To inspire

OUR MISSION

To promote and develop physical health & wellbeing and social cohesion through the delivery of boxing in Scotland

OUR VALUES

Our core values are:

- Trustworthiness
- Respect
- Responsibility
- Fairness
- Caring and
- Good citizenship

These form the basis for all our activities and decisions and therefore are the foundation for implementing all the objectives and actions contained in this Strategy.

BACKGROUND

Boxing Scotland has, over a number of years, sought to ensure that all necessary procedures and policies are in place to reduce risk to children and young people and to ensure that the sport is as safe as possible. This includes safe recruitment processes and practices such as disclosure checks; training for staff and coaches; procedures for responding to concerns; etc.

However, we recognise that although we continue to meet all current requirements for child protection and safeguarding, there is much that needs to be done to ensure that children and young people taking part in boxing activity are not only protected from abuse but that their full wellbeing is promoted. This is done in partnership with parents and with young people although we also recognise our particular responsibilities and obligations. These should be clear at all times. Responsibilities to safeguard children and young people are shared with parents and families and with wider society and our obligations do not replace or supersede those of parents and caregivers to ensure that children and young people are properly protected, concerns addressed, and their wellbeing promoted throughout their childhood.

We know that in our sport, as in every other aspect of life, we cannot always entirely guarantee that risk is totally absent. Sometimes abuse and adverse experiences happen to children and young people no matter what we might do to ensure that they are safe. Nevertheless, our individual and collective responsibility is to make sure that these risks are as few as possible and that whenever we are aware of circumstances that might mean a young person is or has been at risk of harm, we act promptly to ensure that this is stopped.

Boxing Scotland believes that it is always better to prevent harm than to deal with the consequences once it has happened.

Although this Strategy sets out the main priorities we have identified to constantly improve, the detail of our responsibilities and expectations can be found in our policies, procedures, and guidance which at all times will be kept current and relevant to Scottish legislation, government policy and best practice.

Boxing Scotland will also develop a Safeguarding Action Plan (2020-2023) to set out actions, responsibilities and timescales to assist with the implementation of the Safeguarding Strategy.

STRATEGIC OBJECTIVES

OBJECTIVE 1: COMMUNICATION

OUTCOME 1:

Accurate information is widely available.

OUTCOME 2:

No-one is uncertain about what behaviour(s) may be abusive or harmful to children and young people.

OUTCOME 3:

All policies, procedures and guidance are current.

OUTCOME 4:

Equality is embedded in all policies, procedures and guidance.

OUTCOME 5:

All data recorded and retained complies with GDPR.

OUTCOME 6:

All communication through or relevant to Boxing Scotland on social media or online is safe for children and young people.

KEY PERFORMANCE INDICATORS

- All relevant policies reviewed and updated
- All relevant policies codified into a single compendium
- All relevant policies, procedures and guidance easily accessible on website and social media
- Accurate data gathered, retained and reported concerning all safeguarding activity incl. all cases reported/dealt with; individual members of PVG Scheme/Disclosure checked incl. whether for work with children or work with protected adults; anyone suspended/referred to the List; everyone who has received training and what that training has been; and any other information as decided by senior management/ the Board
- All data recorded and retained monitored and managed compliant with GDPR
- Relevant policies and procedures subject to Equality Impact Assessments
- Through our website, social media and other medium we will seek the views of young people in the sport to help us to shape the future or boxing in Scotland
- A clear stand-alone policy and guidance on Social Media and Online Behaviour is developed and published
- The Social Media and Online Policy and Guidance is supported by relevant training

OBJECTIVE 2: SAFEGUARDING TRAINING AND AWARENESS

OUTCOME 1:

All staff, volunteers, coaches, officials and Board are trained in children and young people safeguarding and wellbeing.

OUTCOME 2:

Boxing venues are safe spaces to enable children and young people to participate in the sport. This includes having safeguarding at the heart of all boxing venues. To improve/increase awareness around child wellbeing and protection in Boxing and also how to identify concerns and how to respond to them.

OUTCOME 3:

There is zero tolerance of bullying behaviour.

OUTCOME 4:

A Child & Young People Safeguarding and Wellbeing Training Plan/Pathway is developed ensuring everyone is trained at the right time and at the right level for their activity.

OUTCOME 5:

Training provision is evaluated and amended as necessary.

KEY PERFORMANCE INDICATORS

- Child Wellbeing & Protection in Sport training workshops and online information sharing provided for all Coaches and Officials.
- Child Wellbeing & Protection Officer training workshops and information provided for all Club CWPO's
- BSL Anti Bullying Policy reviewed annually (as a minimum) and shared with Clubs via online platforms. Policy template available within the club pack & website.
- BSL Children & Young People Safeguarding, and Wellbeing training plan/pathway incorporated in to the BSL Safeguarding Action Plan with outcomes clearly defined.
- Training Needs Analysis undertaken – specific needs identified, addressed where required and evaluated annually.
- Regional Development Officers ensure ongoing review of Safeguarding training undertaken and provide alerts to ensure training is kept current and linked to registration process.

OBJECTIVE 3: PEOPLE

OUTCOME 1:

All staff, volunteers, coaches, officials and Board are trained in children and young people safeguarding and wellbeing.

OUTCOME 2:

Implementation to coaches of safe training practices and making it clear to children and parents within venues what safe coaching is to enable them to make informed choices.

OUTCOME 3:

Boxing Scotland has robust partnerships to promote the protection and wellbeing of children and young people.

KEY PERFORMANCE INDICATORS

- A Child & Young People Safeguarding and Wellbeing Training Plan/Pathway is developed ensuring everyone is trained at the right time and at the right level for their activity
- Training provision is evaluated and amended as necessary
- Boxing Scotland continues to work in partnership with Children 1st Safeguarding in Sport Service
- Collaborative partnerships with national and community agencies and bodies are developed to promote the physical and mental health and wellbeing of children and young people
- A clear stand-alone anti-bullying policy is developed and published
- The anti-bullying policy is supported by relevant training

OBJECTIVE 4: MANAGING CONCERNS

OUTCOME 1:

No-one is uncertain about what steps to take to prevent children/young people being abused or harmed.

OUTCOME 2:

All those required to do so have current disclosure checks or re members of the PVG Scheme.

OUTCOME 3:

The Minimum Operating Requirements reflect the Children and Young People's Safeguarding and Wellbeing Standards.

KEY PERFORMANCE INDICATORS

- Prevention messages – including bystander engagement and intervention – prominent in all relevant training
- Safe behaviours prominent in all training and induction for all groups and consistent with the Codes of Practice
- Public facing material on bystander engagement and intervention and prevention messages in general accessible through the website, social media and other media
- Steps to prevent or respond to injury or concussion – whether in competition or otherwise – set out clearly in stand-alone policy and provided to young people and parents
- All volunteers and staff are either members of the Scheme or have current disclosure checks completed where their role entails regulated work.
- All coaches and officials have completed satisfactory disclosure checks or are members of the PVG scheme before completing registration.
- Recruitment procedures and practices amended to ensure checks are completed prior to registration or employment
- Procedures and practices updated to be consistent with changing legislation and regulation.
- A current record of all checks undertaken annually kept on a central database and reported to the Board and to the membership
- The revision and ongoing review of the MOR's will ensure that the safeguarding and wellbeing standards are fully embedded, and their implementation regularly monitored



WORKING WITH OTHERS BOXING SCOTLAND IS COMMITTED TO:

- improving the physical and mental health of children and young people and
- promoting the rights of children and young people to play a full part in our sport, in their communities and in wider Scottish society.

**BOXING SCOTLAND LIMITED
NATIONAL HIGH PERFORMANCE CENTRE
OLYMPIA THEATRE, 2 ORR STREET
BRIDGETON CROSS, GLASGOW
G40 2QH**

**TEL: 0333 023 0100
WWW.BOXINGSCOTLAND.ORG**

