

Limerick Lions
Child Safeguarding
Policy



Child Safeguarding Policy Statement

Limerick Lions is committed to safeguarding children and by working under the guidance of the **Sport Ireland** Safeguarding Policies our staff, both volunteers and employed, working with our young people, throughout the organisation, seek to create a safe environment for young people to grow and develop.

Limerick Lion's written Risk Assessment document indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents require to alleviate these risks. The list of risks identified are contained in the following categories: Club and Coaching Practices; Complaints & Discipline; Reporting Procedures; Use of Facilities; Recruitment; Communications; and General Risk of Harm.

The Risk Assessment was undertaken in April 2018 and reviewed in February 2021.

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, (the Children First: National Guidance, and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice and the provisions of Gateway N.I.). In addition to our Risk Assessment document described above, there are further procedures that support our intention to safeguard children while they are availing of our activities.

Limerick Lions BC has the following procedures in place as part of our Safeguarding Policies:

- Procedures for the management of allegations of abuse or misconduct by volunteers against a child availing of our activities
- Procedures for the safe recruitment of staff and volunteers to work with children in our activities
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities

The National Designated Liaison Person for **Basketball Ireland** is **Triona Leahy** (tleahy@basketballireland.ie) and the mandated person for **Limerick Lions BC** is **Trevor Moore**.

We recognise that implementation is an ongoing process. Our club is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our activities.

This Child Safeguarding Statement will be reviewed on *28th February, 2022*.

Signed:

Date:

(On behalf of **Limerick Lions**)

Name: Trevor Moore (Chairperson)

Phone no: 087 9577069

For queries on this Child Safeguarding Statement, please contact **Trevor Moore** (limericklionsbball@gmail.com).

DEFINITIONS:

Safeguarding or Child Protection

The term child protection has been changed to safeguarding as it reflects the wider responsibility for health and safety and prevention as well as just protection from abuse. The word safeguarding has been used with increasing frequency over the last few years in a wide range of settings and situations, going well beyond the world of children and child protection. It may be defined as “Doing everything possible to minimise the risk of harm to children and young people.”

Safeguarding is about being proactive and putting measures in place in advance of any contact with children to ensure that children are going to be kept safe.

This will include:

- Ensuring volunteers are properly checked when they are recruited;
- Guidelines for people who come into contact with young people as part of their role to ensure they know what they need to do to keep children safe; and
- Guidelines for planning an event or activity with young people and putting measures in place to minimise the risk of safeguarding issues occurring.

Children & Young People

A child or young person is defined by the law in both jurisdictions as a person under the age of 18 years. For the purposes of this document the term children & young people applies to all under the age of 18.

Parent/guardian

For the purposes of this document when referring to parent/guardian the term is used to include parents, legal guardians, and/or carers.

Child Abuse

1. Physical Abuse

Physical abuse is the deliberate physical injury to a child, or the wilful 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, or inappropriately giving drugs to control behaviour.

2. Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as 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 involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. 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 children to emotional abuse.

3. Sexual Abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at or the production of pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

4. Neglect

Neglect is the persistent failure to meet a child's physical, emotional and/or psychological needs, likely to result in significant harm. It may involve a parent or carer failing to provide adequate foods, shelter and clothing, failing to protect a child from physical harm or danger, failing to ensure access to appropriate medical care or treatment, lack of stimulation or lack of supervision. It may also include non-organic failure to thrive (faltering growth).

5. Bullying

In addition to these Limerick Lions recognises that we have a responsibility to protect children from bullying and to have policies and procedures in places to do so. Coaches should challenge bullying in any form i.e. physical or emotional. Physical bullying can take the form of attacks, such as hitting, kicking, taking or damaging belongings. Emotional bullying may be a verbal assault, including name-calling, insults, repeat teasing, sectarian/racist assaults, or it may take more indirect forms, such as spreading malicious gossip, rumours or excluding someone from a social group. Bullying is not an accepted behaviour towards anyone at Limerick Lions be they child, coach, volunteer or parent. Anyone found to be bullying others will be dealt with seriously both in regards to the behaviour exhibited and the reasons for the behaviour. This club has an antibullying policy in place.

INDICATORS OF ABUSE:

The following is a list of some indicators of abuse, but it is not exhaustive;

Physical Indictors	Behavioural Indicators
<ul style="list-style-type: none">• Unexplained bruising in soft tissue areas• Repeated injuries• Black eyes• Injuries to the mouth• Torn or bloodstained clothing• Burns or scalds• Bites• Fractures• Marks from implements• Inconsistent stories/excuses relating to injuries	<ul style="list-style-type: none">• Unexplained changes in behaviour - becoming withdrawn or aggressive• Difficulty in making friends• Distrustful of adults or excessive attachment to adults• Sudden drop in performance• Changes in attendance pattern• Inappropriate sexual awareness, behaviour or language• Reluctance to remove clothing

RESPONDING TO DISCLOSURE OF ABUSE:

Always

- Record what has been said ASAP
- Remain sensitive and calm
- Reassure child that they
 - are safe
 - were right to tell
 - are not to blame
 - are being taken seriously
- Let the child talk - do not interview
- Listen and hear, give the person time to say what they want
- Ensure a positive experience
- Explain that you must tell, but will maintain confidentiality – you cannot promise the child that you will keep the disclosure a secret
- Tell child what will happen next

- Involve appropriate individuals immediately
- Stay calm
- Reassure them that they have done the right thing in telling and that it will be dealt with appropriately

Never

- Question unless for clarification
- Make promises you cannot keep
- Rush into actions that may be inappropriate
- Make/pass a judgment on alleged abuser
- Take sole responsibility, consult the designated officer so you can begin to protect the child and gain support for yourself

DESIGNATED PERSONS:

The Designated person within Limerick Lions Basketball Club 2020/2021 is:

NAME: Trevor Moore

CONTACT DETAILS: 0879577069

The Children’s Officer shall be made known to young members, coaches and parents alike; as the designated person to whom concerns will be addressed.

The Second Designated person within Limerick Lions Basketball Club is:

NAME: Deirdre Hammill

CONTACT DETAILS: 0879247260

CODES OF CONDUCT:

Code of Conducts for Coaches & Volunteers, Young People and Parents & Guardians are designed to make all members of Limerick Lions Basketball Club know what behaviour is expected and what is unacceptable. They are also intended to let all involved know what sanctions will be applied for non-compliance with the Codes.

The Codes of Conduct will be prominently displayed on the website and referenced in Limerick Lions Registration Documents. Codes of Conduct will be applied consistently.

SAFE RECRUITMENT PROCEDURES FOR COACHES & VOLUNTEERS:

- Limerick Lions Basketball Club will take reasonable steps to ensure that suitable people work with young players.
- Volunteers and coaches will be carefully selected, trained and supervised.
- All new coaches/volunteers working with children or young people must complete Basketball Ireland’s application form which includes a self declaration section. The newly recruited coach/volunteer must agree to abide by Basketball Ireland’s Code of Conduct and Code of Ethics in Children’s Sport.
- All coaches must hold a valid and relevant Coaching License issued by Basketball Ireland.
- Formal Garda Vetting procedures should be availed of in line with Basketball Ireland’s requirements.
- Reference checks will be followed up.

- The decision to appoint a sports leader is the responsibility of the Limerick Lions Basketball Club and not of any one individual within it.
- When appointing volunteers/coaches Limerick Lions will consider their current or previous experience either playing or coaching basketball.
- Limerick Lions Committee will ratify all recommendations for appointments.
- Every effort will be made to manage and support appointed Sports Leaders
- Limerick Lions will make Committee, Volunteers & Coaches aware of how to access training relevant to their roles.
- In line with Basketball Ireland guidelines all those coaching/instructing children at Limerick Lions will attend the Code of Ethics Course run through the Limerick Sports Partnership.
- In addition to this Limerick Lions ensure all volunteers are made aware of BI reporting procedures that are contained in this document & the Basketball Ireland Code of Ethics which is available to download from the BI website.
- Limerick Lions will induct all coaches/volunteers on BI policies and procedures
- Limerick Lions will put in place a system for reviewing a coaches/volunteer's role. This will be done on an annual basis as part of pre-season planning.
- The aim of the review will be to determine that the role of the coach/volunteer best accommodates their own particular skills and aptitude. The purpose of the review will be to assist the club in retaining volunteers in fulfilling roles.

SUPERVISION:

Limerick Lions recognises that it is good practice to set up a system of support for our coaches. It is our policy that the Parent/ Guardians in enrolling their children with Limerick Lions Basketball Club are volunteering to assist at training sessions and if necessary travel with their child's team to games. Parents will be briefed of a rota for their child's group at the start of the season and the involvement required. All volunteers within Limerick Lions must undertake Formal Garda Vetting procedures in line with Basketball Ireland's requirements. Parent Co-ordinators will be appointed to liaise with Parents and Coaches in each age group.

SUPPORT:

- Limerick Lions recognises that it is good practice to set up a system of support and supervision for Coaches.
- Where possible Limerick Lions will endeavour to have assistant coaches working alongside their Head Coaches.
- Limerick Lions will aim to become more effective by identifying training needs and dealing quickly with difficulties.
- Regular meetings will be held in order to give coaches a forum to review their experiences. Limerick Lions will put in place a system for reviewing a coach's role. This will be done on an annual basis as part of pre-season planning.
- The aim of the annual review will be to determine that the role of the coach within the club best accommodates their own particular skills and aptitude and to identify any training or further support a particular coach requires. The purpose of the review will be to assist the club in retaining volunteers in fulfilling roles.

TRAINING FOR VOLUNTEERS/COACHES:

Limerick Lions will:

- Ensure Basketball Ireland approved coaching sessions for coaches are scheduled for the club regularly and all participants are expected to qualify to at least introductory level and at Level 1 for all age groups from U16.
- Education and training in the basics of Child Protection will apply to all coaches/volunteers/management committee working with young members. Limerick Lions is committed to continuously updating and review of our Safeguarding Policy. All adults involved as coaches or management will attend the Code of Ethics Course run through the Limerick Sports Partnership or equivalent.
- Safeguarding training should include:
 - Basic awareness of Safeguarding issues
 - Our club/organisation's Safeguarding policies and procedures including our Code of Conduct
- Safeguarding training will be carefully selected to ensure it is sufficient.
- Ensure that all new coaches have attended Safeguarding awareness workshop and this opportunity should also be made available to parents and other volunteers to enable a culture of a child-focused club to prevail.
- Ensure all coaches and volunteers should receive induction, and training appropriate to their role. Training should be updated and reviewed regularly for new coaches/volunteers and in line with changing legislation.
- A further aim of Limerick Lions is to encourage the development & training of our junior members as coaches, officials & referees.

WHISTLEBLOWING:

Whistleblowing is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within their organisation.

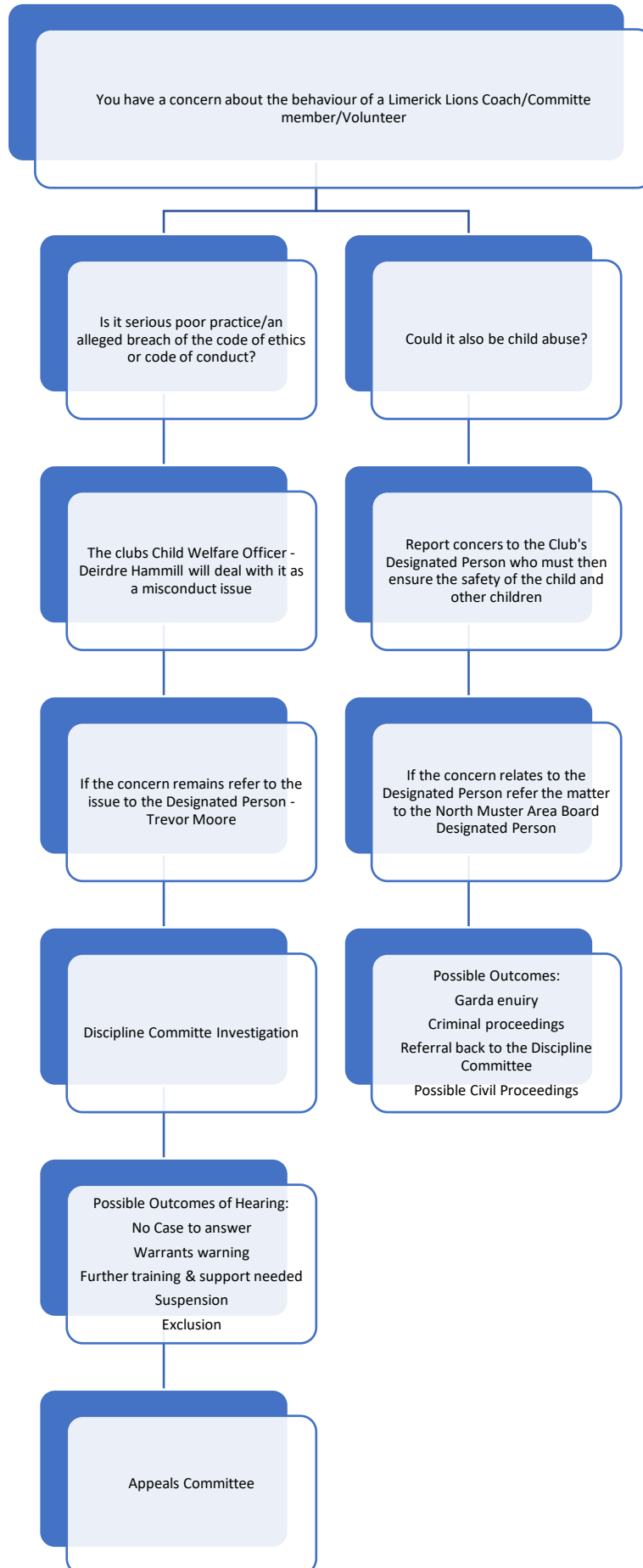
Raising a concern is known as "blowing the whistle" and is a vital process for identifying risks to people's safety.

A disclosure must be about something that affects the general public, like:

- a criminal offence has been committed, is being committed or is likely to be committed
- an legal obligation has been breached
- there has been a miscarriage of justice
- the health or safety of any individual has been endangered
- the environment has been damaged
- information about any of the above has been concealed.

Any person who has a concern can report this to Limerick Lion's designated person or bring the issue to Basketball Ireland's National Designated Person for review.

COMPLAINTS:



IMPLEMENTATION AND AVAILABILITY OF INFORMATION:

It is important that there is a free flow of information between committee, coaches, volunteers, children and parents, in terms of promotion of the club and what we aim to achieve in relation to each child. Limerick Lions insists that parent/guardian consent is completed at registration for each under 18 year old member. Parents should know what we do and how we do it, and the coaches/designated person will always be on hand during, or after coaching sessions, for consultation or advice. When appropriate, letters (or telephone contact) will be issued in relation to further information or specifics in respect of an event etc. Limerick Lions undertakes to review of club policies and this will take place through meetings with coaches/volunteers and feedback from children and parents. As a Club we have developed a plan for implementing our safeguarding procedures.

CONTACTS:

Organisation	Contact Details
Henry Street Garda Station, Limerick	061-212400
HSE, Kings Island, Limerick (ask for Social worker)	061-311811
Basketball Ireland	National Children's Officer Rory Wall National Basketball Arena Tymon Park Tallaght Dublin 24 01 4590211 rwall@basketballireland.ie
North Munster Area Board Children's Officer	Deirdre Hammill 087-9247260 deehammill@yahoo.com
Sport Ireland	Sport Ireland, The Courtyard, Sport Ireland Campus, Snugborough Road, Blanchardstown, Dublin 15, D15 PNON 01 8608800
Ombudsman for Children	Millennium House 52-56 Great Strand Street Dublin 1 Tel: 1890 654654 / 01 865 6800 oco@oco.ie