



Safeguarding Bowls

Templates

January 2017



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Key abbreviations found in this document

| | |
|-------|--|
| BDA | Bowls Development Alliance |
| BE | Bowls England |
| BCGBA | British Crown Green Bowling Association |
| CMG | Case Management Group |
| CPO | Welfare Officer/Child Protection Officer |
| CPSU | Child Protection in Sport Unit |
| CSC | Children's Social Care (formerly known as Social Services) |
| CSP | County Sports Partnership |
| DBS | Disclosure & Barring Service (formally known as CRB) |
| EBF | English Bowls Federation |
| EIBA | English Indoor Bowling Association Ltd |
| ESMBA | English Short Mat Bowling Association |
| LSCB | Local Safeguarding Children's Board |
| NGB | National Governing Body |
| NSPCC | National Society for the Prevention of Cruelty to Children |

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Template 1

Safeguarding and Child Protection Policy Template

[name of] Bowls Club has considered its responsibilities to the young people participating in bowls at our premises and within our club very carefully, and has produced the following **Safeguarding and Child Protection Policy** and underpinning procedures in order to set out the standards we wish to uphold in providing activities for children and safeguarding the welfare of children in our care.

[name of] Bowls Club affiliates to the National Governing Body and the Club recognises the policies of their Governing Body, as set in out in the "Safeguarding Bowls Guidelines".

1. Policy Statement

[name of] Bowls Club acknowledges its duty of care to safeguard the welfare of all young people (defined as those under 18) involved in bowls within the club. All young people have a right to protection, and have their particular needs taken into account.

[name of] Bowls Club will therefore endeavour to ensure the safety and protection of all young people involved with the club through the Child Protection guidelines adopted by the Management Committee of the club. It is the responsibility of all adults within the club to assist the Management Committee in this endeavour.

2. Policy Aims

- To provide young people with appropriate safety and protection whilst in the care of the club and also help them to enjoy their experience of the sport of bowls.
- To reassure parents that their children will receive the best practicable care possible whilst participating in activities within the club.
- To provide support to club members and volunteers to make informed and confident responses to specific child protection issues and to fulfil their role effectively.

3. Principles

- The welfare of young people is paramount.
- All young people, whatever their age, culture, disability, gender, language, ethnic origin and religious beliefs have the right to protection from abuse.
- All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.
- All staff and volunteers working in bowls have a responsibility to report concerns to their Club Welfare Officer.
- Adults – club members, volunteers, coaches, referees and members will be supported to understand their role and responsibility with regard to the duty of care and protection of young people by the club and the National Governing Body.

- Individuals will receive support through education and training, coordinated by the club/national governing body to be aware of and understand best practice and how to manage any welfare or child protection issues that may come to light.
- *[name of]* Bowls Club will work in partnership with young people and parents to review and implement child protection and safeguarding procedures.
- *[name of]* Bowls Club's policy and procedures are based on the above principles and UK and international legislation and government guidance and take the following into consideration:
 - The Children Act 1989 and 2004.
 - Working Together to Safeguard Children 2015.
 - The UN Convention on the Rights of the Child.
 - Any subsequent legislation relating to child protection would implicitly be incorporated into this document.

4. Responsibilities and Communication

- The *[name of]* Bowls Club Child Protection Policy will be available to all members, parents, staff, volunteers and participants.
- The Policy will be reviewed every three years by the Management Committee, and amended as appropriate. Guidance from Bowls National Governing Bodies will be sought as part of the review process.
- The Management Committee has responsibility for ensuring that the policy and procedures are implemented, including referring any appropriate disciplinary action to the national governing body as appropriate.
- The Club Welfare Officer has responsibility for responding to any allegations, concerns or child protection incidents, passing information to the appropriate NGB Safeguarding Officer and informing the appropriate club staff where relevant.
- Parents have a responsibility to work together with the club in implementing procedures and providing their children with the necessary information to keep themselves safe.

5. Monitoring and review

- This policy will be reviewed one year after being introduced and then every three years or in response to significant new legislation.
- The policy will be monitored in partnership with the National Governing Body and Bowling Development Alliance procedures.

Template 2

Safeguarding Adults at Risk Policy Template

[name of] Bowls Club affiliates to the National Governing Body and the Club recognises the policies of their Governing Body, as set in out in the "Safeguarding Bowls Guidelines".

Policy Aims

- The purpose of this policy is to outline the duty and responsibility of staff/volunteers working on behalf of the [name of] Bowls Club in relation to Safeguarding Adults at risk.
- All adults have the right to be safe from harm and must be able to live free from fear of abuse, neglect and exploitation.

Objectives

- Everyone who participates in bowls is entitled to do so in a safe and enjoyable environment.
- The Club is committed to helping everyone in bowls accept their responsibility to safeguard adults at risk, from harm and abuse.
- All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.
- Staff and volunteers working with adults at risk in bowls have a responsibility to report concerns to their Club Welfare Officer.

Definition of an Adult at Risk?

- An Adult (a person aged 18 or over) who 'is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation'. (*Definition from the Department of Health 2002*)
- This could include people with learning disabilities, mental health problems, older people and people with a physical disability or impairment. It may also include victims of domestic abuse, hate crime and anti- social behavior. The persons' need for additional support to protect themselves may be increased when complicated by additional factors, such as, physical frailty or chronic illness, sensory impairment, challenging behavior, drug or alcohol problems, social or emotional problems, poverty or homelessness.

Types of Abuse

The Department of Health in its 'No Secrets' 2000 report suggests the following as the main types of abuse:

- **Physical abuse** - including hitting, slapping, pushing, kicking, misuse of medication, restraint, or inappropriate sanctions.
- **Sexual abuse** - including rape and sexual assault or sexual acts to which the vulnerable adult has not consented, or could not consent or was pressured into consenting.
- **Psychological abuse** - including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

- **Financial or material abuse** - including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
- **Neglect and acts of omission** - including ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
- **Discriminatory abuse** - including race, sex, culture, religion, politics, that is based on a person's disability, age or sexuality and other forms of harassment, slurs or similar treatment, hate crime.
- **Institutional abuse** - Institutional abuse although not a separate category of abuse in itself, requires specific mention simply to highlight that adults placed in any kind of care home or day care establishment are potentially vulnerable to abuse and exploitation. This can be especially so when care standards and practices fall below an acceptable level as detailed in the contract specification.
- **Multiple forms of abuse** - Multiple forms of abuse may occur in an ongoing relationship or an abusive service setting to one person, or to more than one person at a time, making it important to look beyond single incidents or breaches in standards, to underlying dynamics and patterns of harm. Any or all of these types of abuse may be perpetrated as the result of deliberate intent and targeting of adults at risk, negligence or ignorance.

Responsibilities and Communication

- The *[name of]* Bowls Club Safeguarding Policy will be available to all members, parents, staff, volunteers and participants. It is important that adults at risk are protected from abuse. All complaints, allegations or suspicions must be taken seriously with the Club Welfare Officer passing information to the appropriate NGB Safeguarding Officer and informing the appropriate club staff where relevant.
- The Club has responsibility for ensuring that the policy and procedures are implemented, including referring any appropriate disciplinary action to the national governing body as appropriate.

The Role of Key Individual Agencies

- **Adult Social Services** - The Department of Health's recent 'No secrets' guidance document requires that authorities develop a local framework within which all responsible agencies work together to ensure a coherent policy for the protection of vulnerable adults at risk of abuse.

All local authorities have a Safeguarding Adults Board, which oversees multi-agency work aimed at protecting and safeguarding vulnerable adults. It is normal practice for the board to comprise of people from partner organisations who have the ability to influence decision making and resource allocation within their organisation.

- **The Police** - The Police play a vital role in Safeguarding Adults with cases involving alleged criminal acts. It becomes the responsibility of the police to investigate allegations of crime by preserving and gathering evidence. Where a crime is identified, the police will be the lead agency and they will direct investigations in line with legal and other procedural protocols.

Legal Framework

- The Care Act 2014 <http://www.legislation.gov.uk/ukpga/2014/23/introduction/enacted> sets out a clear legal framework for how local authorities and other parts of the system should protect adults at risk of abuse or neglect. Each Local Authority must have a Safeguarding Adults Board (SAB), in much the same way of Local Safeguarding Children Boards (LSCB). They must lead a multi-agency system that seeks to prevent abuse and neglect and stop it quickly when it happens which includes the NHS, police and Social Care. The Safeguarding Adults Boards (SAB) must meet regularly, develop shared safeguarding plans and publish an annual review of progress. They will carry out Safeguarding Adults Reviews in some circumstances relating to safeguarding failures. The Act also introduces a responsibility for Local Authorities to make enquiries and take any necessary action if an adult with care and support needs could be at risk, even if that adult isn't receiving local authority care and support.
- Human Rights Act 1998, the Mental Capacity Act 2005 and Public Interest Disclosure Act 1998
- Data Protection Act 1998, Freedom of Information Act 2000, Safeguarding Vulnerable Groups Act 2006, Deprivation of Liberty Safeguards, Code of Practice 2008
- The Mental Capacity Act 2005, covering England and Wales, provides a statutory framework for people who lack capacity to make decisions for themselves, or who have capacity and want to make preparations for a time when they may lack capacity in the future. It sets out who can take decisions, in which situations, and how they must go about this.

Monitoring and Review

- This policy will be reviewed one year after being introduced and then every three years or in response to significant new legislation by the Management Committee, and amended as appropriate. Guidance from Bowls National Governing Bodies will be sought as part of the review process.
- The policy will be monitored in partnership with the Bowls National Governing Bodies and Bowls Development Alliance procedures.

Template 3

Club Action Plan Template

This action plan can assist a club to identify where there are gaps in order to provide a safe and welcoming environment for children and vulnerable adults.

| Check List (Insert Club Name) Has | Yes | No | Action Required | By Whom | By When |
|--|-----|----|-----------------|------------|------------|
| Club Welfare Officer | | | | | |
| Child Protection Policy | | | | | |
| Adults at Risk Policy | | | | | |
| Recruitment Policy (staff, coaches & volunteers) | | | | | |
| Health and Safety Policy | | | | | |
| Equity Policy | | | | | |
| Photography and Video recording Policy | | | | | |
| Anti-bullying Policy | | | | | |
| "Whistle-blowing" Policy | | | | | |
| Relevant Player Profile Forms | | | | | |
| Guidelines on transportation of young people' | | | | | |
| Guidelines on the supervision of children & adults at risk | | | | | |
| Established a late collection/pick up procedure | | | | | |
| Codes of Conduct (parents/coaches/children) | | | | | |
| Adopted the NGB Disciplinary Procedures or the club has its own | | | | | |
| Undertaken a Risk Assessment both for adults and juniors | | | | | |
| Made parents aware of the Child Protection Policies and Procedures | | | | | |
| Ensure all club members, coaches and volunteers have access to appropriate training | | | | | |
| Relevant contact details for all key people/agencies are displayed on the Club noticeboard <ul style="list-style-type: none"> • NGB Safeguarding Officer • County Welfare Officer • Club Welfare Officer • Local Child Social Care • Local Adult Social Care • Local Police • NSPCC | | | | | |

Template 4

Application Form Template – Coaches/Staff/Volunteers/Officers

| |
|--|
| Position Applied For: |
| Personal Details: Title: Mr/Mrs/Miss/Dr/Other : (please specify) Full Name: Any previous surname: Date of Birth: Place of Birth: National Insurance Number (UK Only): |
| Present Address: Post Code: Telephone Numbers: Email Address: Previous Address (if you have moved within the last five years): |
| Current Occupation: Name and address of Organisation; Role: Start Date: |
| Previous Jobs: Role: Name of Organisation: Start Date: Finish Date: Reason for Leaving: |

Name of Organisation:

Start Date:

Finish Date:

Reason for Leaving:

Role:

Name of Organisation:

Start Date:

Finish Date:

Reason for Leaving:

(Add more on a separate sheet of paper if applicable)

Relevant Experience:

Previous Experience (including of working with children and young people if appropriate to this role):

Qualifications:

Academic:

Vocational:

Sporting:

Reason for Applying:

References:

Please provide the names and addresses of two people who know you well (who are not related to you) (include people who have first-hand experience of you working with children if this is relevant to this role) and whom we can contact to obtain a reference

With your approval, we will also contact your employer (where appropriate) to obtain a reference.

| | |
|-------------------|-------------------|
| Name: | Name: |
| Address: | Address: |
| Telephone Number: | Telephone Number: |

I am a member of a bowls club affiliated to the National Governing Body:

Yes/No - Full/Associate (please provide details of which Governing Body your club is affiliated to and your membership number, if applicable):

Member of BDA Coaching Scheme Yes/No

Membership number (if applicable)

I agree to abide by the Club/County Codes of Conduct and Child Protection Policy, and confirm that the information I have supplied in completing this form is correct and true.

Signed:

Date:

Template 5

Self-Disclosure Template

This form may be adapted to include individuals working with vulnerable adults

Private and Confidential

For roles involving contact with children (under 18 year olds).

All information will be treated as confidential and managed in accordance with relevant data protection legislation and guidance. You have a right of access to information held on you under the Data Protection Act 1998.

Part One

| | |
|---|---|
| <i>For completion by the Club:</i> | |
| Name: | |
| Address and Postcode: | |
| Telephone/Mobile No: | |
| Date of Birth: | |
| Gender: | Male / Female |
| Identification (<i>tick box below</i>): | |
| <input type="checkbox"/> | I confirm that I have seen identification documents relating to this person, and I confirm to the best of my ability that these are accurate. |
| <i>Either</i> | |
| UK Passport Number and Issuing Office | |
| UK Driving Licence Number (<i>with picture</i>) | |
| <i>Plus</i> | |
| National Insurance Card or current Work Permit Number | |
| Signature of authorised Officer: | |
| Print name: | |
| Date: | |

Part Two

NOTE:

If the role you are in or have applied for involves frequent or regular contact with or responsibility for children you will also be required to provide a valid DBS (Disclosure and Barring Service) certificate which will provide details of criminal convictions; this may also include a Barring List check depending on the nature of the role (see organisational guidance about eligibility for DBS checks).

| | |
|--|--|
| <i>For completion by the individual (named in Part one):</i> | |
| Have you ever been known to any Children's Services department or Police as being a risk or potential risk to children? | YES / NO <i>(if Yes, provide information below):</i> |
| | |
| Have you been the subject of any disciplinary investigation and/or sanction by any organisation due to concerns about your behaviour towards children? | YES / NO <i>(if Yes, provide information below):</i> |
| | |
| Confirmation of Declaration <i>(tick box below)</i> | |
| | I agree that the information provided here may be processed in connection with recruitment purposes and I understand that an offer of employment may be withdrawn or disciplinary action may be taken if information is not disclosed by me and subsequently come to the organisation's attention. |
| | In accordance with the organisation's procedures if required I agree to provide a valid DBS certificate and consent to the organisation clarifying any information provided on the disclosure with the agencies providing it. |
| | I agree to inform the organisation within 24 hours if I am subsequently investigated by any agency or organisation in relation to concerns about my behaviour towards children or young people. |
| | I understand that the information contained on this form, the results of the DBS check and information supplied by third parties may be supplied by the organisation to other persons or organisations in circumstances where this is considered necessary to safeguard children. |
| Signature: | |
| Print name: | |
| Date: | |

Template 6

Volunteer Reference Template

[Name] has expressed an interest in becoming a volunteer and has given your name as a referee.

As this post involves substantial access to children and adults at risk and as an organisation committed to safeguarding, it is important if you have any reason to be concerned about this applicant that you include the information within this form. You may be subsequently contacted for more information about these concerns in order that we can make informed decisions about the suitability of this person for this role.

If you have any queries about this form, please contact the NGB Safeguarding Officer:

Name:

Organisation:

Telephone Number:

Any information disclosed in this Reference will be treated in confidence and in accordance with relevant legislation and guidance, and will only be shared with the person conducting the assessment of a candidate's suitability for a post, if he or she is offered the position in question.

- How long have you known this person?
- In what capacity?
- What attributes does this person have which would make him/her suited to this work?
- How would you describe his/her personality?
- Please rate the person on the following: (Please tick one box for each question)

| | Poor | Average | Good | Very Good | Excellent |
|--|-------------|----------------|-------------|------------------|------------------|
| Sense of responsibility | | | | | |
| Self-motivation | | | | | |
| Motivate others | | | | | |
| Reliability | | | | | |
| Dealing with children/ adults at risk | | | | | |
| Commitment | | | | | |
| Trustworthiness | | | | | |

Signed:

Date:

Template 7

Junior Player Consent Form Template

The safety and welfare of juniors in our care is paramount, and it is therefore important that we are aware of any illness, medical condition and other relevant health details so that their best interests are addressed.

Please complete this form with our assurance that the information will be treated as confidential.

It is the responsibility of the junior and their parent to notify the Club Welfare Officer (CWO) or Secretary if any of the details change at any time.

| | |
|--|--|
| Name: | |
| Date of Birth: | |
| Address: | |
| Telephone Number: | |
| Parents Name: | |
| Address (if different to above) | |
| Home Telephone Number: | |
| Mobile Telephone Number: | |
| Work Telephone Number: | |
| Emergency Contacts | |
| Contact 1 – Name: | |
| Relationship to Child: | |
| Home Telephone Number: | |
| Mobile Telephone Number: | |
| Work Telephone Number: | |
| Contact 2 – Name: | |
| Relationship to Child: | |
| Home Telephone Number: | |
| Mobile Telephone Number: | |
| Work Telephone Number: | |
| Child's Doctors Name: | |
| Doctors Surgery Address: | |
| Telephone Number: | |
| Does your child experience any conditions requiring medical treatment and/or medication? Yes <input type="checkbox"/> No <input type="checkbox"/> *If YES please give details, including medication, dose and frequency: | |
| Does your child have any allergies? Yes <input type="checkbox"/> No <input type="checkbox"/> *If YES please give details: | |
| Does your child have any specific dietary requirements? Yes <input type="checkbox"/> No <input type="checkbox"/> *If YES please give details: | |

What additional needs, if any, does your child have e.g. needs help to administer planned medication, assistance with lifting or access, regular snacks?

The Disability Discrimination Act 1995 defines a disabled person as 'anyone with a physical or mental impairment, which has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities'.

Do you consider your child to have a disability? Yes No

If YES what is the nature of the disability?

Hearing impairment: Learning disability: Multiple disabilities:
Physical disability: Other: (please specify) :

Does your child have any communication needs e.g. non-English speaker/hearing impairment/sign language user/ dyslexia? If yes, please tell us what we need to do to enable him/her them to communicate with us fully

- I confirm to the best of my knowledge that my child does not suffer from any medical condition other than those detailed above.
- I agree to notify the County/club of any changes.
- I, _____, being parent/guardian of the above named child, hereby give permission for the NGB/County/club responsible person to give the immediately necessary authority on my behalf for any medical or surgical treatment recommended by competent medical authorities, where it would be contrary to my child's interest, in the doctor's medical opinion, for any delay to be incurred by seeking my personal consent.
- The attached signature will denote that my child has my permission to be on the bowls club's premises. (Please tick the box if agreed)
- I acknowledge that the club is not responsible for providing adult supervision for my child except for formal junior bowls coaching, matches or competition. (Please tick the box if agreed)
- I also agree to my child being transported by club representatives to and from venues

When he/she is representing the bowls club. (Please tick the box if agreed)

Signed (Parent/Guardian):

Print Name:

Date:

Template 9

Private Vehicle Registration Form Template

See Transportation Guideline 6 for more information

To be completed by Volunteer Drivers

Purpose of the form:

- to register the private vehicles used for the transport of children in connection with bowls away fixtures or tours.
- to inform drivers of the need to check and amend their insurance, if necessary, if they intend to use their vehicle on behalf of the organisation, and if passengers are being carried in connection with the organisation's activities or events
- the form must be completed by the driver of any private vehicle used for the transportation of individuals to and from bowls activity.

Completed forms must be handed to the organisation's secretary or Bowls Club Welfare Officer

| Driver Details | Vehicle Details |
|--|----------------------------|
| Full Name: | Registration Number: |
| Address: | Colour: |
| | Name of Registered Keeper: |
| Post Code: | Make: |
| Telephone Number: | Model: |
| Driving license Number and type (e.g. Full): | |
| Other members authorised to drive the vehicle: | |
| MOT Expiry Date: | |
| Insurance Company | |
| Insurance Expiry Date: | |
| Road Tax Expiry Date: | |
| Declaration (please tick each box) | |
| I have informed the insurance company of my intention to transport members on behalf of the County/Club. I have stated if I will be claiming expenses in connection with this additional use. <input type="checkbox"/> | |
| I have extended the policy and paid any additional premium as required by the insurance company <input type="checkbox"/> | |
| To the best of my knowledge my vehicle is roadworthy. <input type="checkbox"/> | |
| I will inform all passengers of the legal requirements to wear seat belts. <input type="checkbox"/> | |
| I will inform all passengers that smoking is not permitted in the vehicle. <input type="checkbox"/> | |
| I agree not to give children a lift on their own. <input type="checkbox"/> | |
| I declare that the information stated here is correct and that I will inform the County/Club of any changes. <input type="checkbox"/> | |
| I have agreed to give sight of my driving licence to the administrator. <input type="checkbox"/> | |

Signed:

Print Name:

Date:

Bowls Approved Driver

Name:

Registration Number:

Signed:

Date:

County/Club/County Secretary/Chair

Original Driving License and paper seen listed.

(insert date) and driving offences

Signed:

Date:

Template 10

Photographers Event Registration Template

See Guideline 14 Photographing and Filming Children and Adults at Risk in Sport for more information.

| |
|--|
| Event: |
| I wish to take photographs or record images at this event. I agree to abide by the event organiser's guidelines and confirm that the photographs or recorded images will only be used appropriately. |
| Name: Address: |
| Telephone Number: |
| Signature: Date: |

Please complete and return to the event organiser.

Template 11

Parent/Carers Permission template for use of photographs and recorded images

This form is to be signed by the legal guardian of a young person under the age of 18, together with the young person. Carers of adults at risk should also sign the form in the presence of the adult at risk. Please note that if you have more than one child/ adult at risk registered you will need to complete separate forms for each.

[County/Club] recognises the need to ensure the welfare and safety of all young people and adults at risk in bowls and as part of our commitment to ensure their safety we will not permit photographs, video images or other images to be taken or used without your consent.

The [County/Club] will follow the guidance for the use of images of young people or adults at risk as detailed within the respective Child Protection Policy and Procedures. (Attached for information).

The [County/Club] will take steps to ensure these images are used solely for the purposes for which they are intended i.e. the promotion and celebration of the activities of [County/Club].

IF YOU BECOME AWARE THAT THESE IMAGES ARE BEING USED INAPPROPRIATELY YOU SHOULD INFORM THE (*Bowls Club*) WELFARE OFFICER IMMEDIATELY

The photographs may be available on the website <http://>

For the bowls season year, If at any time either the parent/guardian/carer wishes the data to be removed from the website, 7 days' notice must be given to the Bowls Club Welfare Officer after which the data will be removed.

To be completed by parent/guardian/carer, I (Full name)
Consent / do not consent to *

(Name of organisation)Bowling Club. Photographing or videoing
..... (Name of individual)

Under the stated rules and conditions, and I confirm I have legal parental/carer responsibility for this individual and am entitled to give this consent. I also confirm that there are no restrictions related to the taking of photographs.

Signature..... Date.....

Print Name

To be completed by child/adult at risk (if applicable)
..... (Name of individual)
Consent / do not consent to *

The Bowling Club photographing or videoing my involvement in all aspects of bowling activities.

Signature..... Date.....

Print Name

* Delete as appropriate

Template 12

Code of Conduct for Coaches Template

I agree to uphold the following rights, relationships and responsibilities:

1. Rights

- Respect the rights, dignity and worth of every person.
- Help create an environment where all children and adults at risk have an equal opportunity to participate.
- Help create and maintain an environment free of fear and harassment.
- Recognise the rights of all children and adults at risk to be treated as individuals.
- Recognise the rights of parents/carers and children/adults at risk to confer with other coaches and experts.
- Promote the concept of a balanced attitude, supporting the well-being of the child or vulnerable person both in and out of bowls.
- Do not discriminate on the grounds of their age, disability, race, religious beliefs, gender, sexual orientation, social background.
- Do not condone or allow to go unchallenged any form of discrimination or prejudice.
- Do not publicly criticise or engage in demeaning descriptions of others.
- Communicate with children or adults at risk in a manner that reflects respect and care.

2. Relationships

- Develop relationships with parents/carers and children/ adults at risk based on openness, honesty, mutual trust and respect.
- Do not engage in any behaviour that constitutes any form of abuse (physical, sexual, emotional abuse, neglect or bullying).
- Be aware of the physical limits of children/ adults at risk and ensure that training loads and intensities are appropriate.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines.
- Always try to work in an open environment (e.g. avoid private or unobserved situations).
- Do not engage in any form of sexually-related contact with children/ adults at risk. Sexual innuendo, flirting or inappropriate gestures and terms are also unacceptable.
- Promote the welfare and best interests of all children and adults at risk.

- Explain to parents/carers, as appropriate, the potential impact of the coaching programme on the child/ adult at risk.
- Do not have a sexual relationship with someone under the age of 18 who you are coaching.
- Be familiar with the organisation’s Child Protection Policy and Procedures.
- Report any concerns you may have in relation to a child/ adult at risk or the behaviour of an adult, and follow reporting procedures.
- Consider the child’s/vulnerable adults’ opinions when making decisions about their participation in bowls.
- Inform parents/carers and children/ adults at risk of the etiquette and practical considerations when playing bowls.
- Inform parents/carers of any potential financial implications.

3. Responsibilities and Personal Standings:

- Demonstrate proper personal behaviour and conduct at all times.
- Be fair and honest with all children and adults at risk.
- Develop an appropriate working relationship with children/ adults at risk based on mutual trust and respect.
- Always emphasise that the well-being and safety of the child/adult is more important than the development of performance.
- Do not smoke, or drink alcohol, while actively working with children or adults at risk. Never use recreational or performance-enhancing drugs.
- Promote the positive aspects of bowls (e.g. fair play, honesty and etiquette).
- Attend appropriate training to enable you to keep up-to-date with your role and matters relating to the welfare of children and adults at risk
- Hold relevant qualifications.
- Ensure the necessary insurance cover is in place.

Signed:..... Name:..... Date:.....

Template 13

Code of Conduct for Children

You should:

- respect advice that you receive.
- treat others as you would wish to be treated yourself.
- respect all players regardless of their age, gender, ethnic background, disability, religious beliefs, sexual orientation, social background or physical characteristics.
- report anything which worries you.
- look out for yourself and for the welfare of others.
- speak out if you consider that you or others have been poorly treated.
- arrive on time and come ready to play.
- tell someone in authority if you are leaving a venue or competition.
- accept that these guidelines are in place for the well-being of all concerned.
- treat members and coaches with respect.
- observe instructions or restrictions required by appropriate members of staff.

Do Not:

- take part in any irresponsible, abusive, inappropriate or illegal behaviour.
- consume alcohol or illegal or performance-enhancing drugs or stimulants.
- Smoke.
- use foul language.
- act disrespectfully to others in the public domain.
- Use social media inappropriately so as to offend or upset individuals.

Signed:

Date:

Template 14

Code of Conduct for Parents & Carers

You should:

- Remember that bowls is FUN
- Applaud effort and good play as well as success
- Appreciate good play by the opposition
- Encourage all players to respect the opposition, umpire, referee and other bowls officials
- Offer encouragement at all times
- Respect the umpire and referees decisions

You should not:

- Enter the bowls playing area at any time
- Coach from the side but allow the assigned coach to do their job
- Act in an offensive or insulting manner or use abusive language
- Show disrespect to the umpire, referee or other bowls match officials

Signed:

Date:

Template 15

Incident Reporting Form

If you suspect that a young person/ adult at risk may be being abused, whether physically or emotionally, it is not your responsibility to take control of the situation or to decide whether the abuse is actually taking place. However, you do have a responsibility to inform the appropriate people about your concerns so that they may make enquires and take any action necessary for the well-being of the young person.

However small your concern, you should share it with the Club Welfare Officer who will take responsibility for referring it to the County Welfare Officer/ NGB Safeguarding Officer or other agencies.

Please ensure that confidentiality is maintained as far as possible. Only discuss your concerns on a need to know basis, and do not disclose the identity of those involved unless absolutely necessary.

| Details of young person/ adult at risk | |
|--|--|
| Name | |
| Position | |
| Date of Birth/Age | |
| Address | |
| Telephone Number | |
| Name of Carer | |
| Contact details for parent/carers | |
| Club: | |
| County: | |
| School: | |
| Date concern received: | |
| Name of person reporting the concern: | |
| Contact details of person reporting concern | |
| Name | |
| Address | |
| Telephone Number | |
| Club | |

| Details of others involved in concern (if more space needed add on a separate sheet of paper) | | | |
|--|-----------------------------|---------------------|--|
| Details of the concern | | | |
| Date/Time | | | |
| Location | | | |
| Persons involved/witnesses: | | | |
| Nature of concern | | | |
| How did the concern come to your attention? | | | |
| Observations: e.g. changes in behaviour, inappropriate actions, injuries, etc. | | | |
| Record of conversation: Details of exactly what was said to you and by you: | | | |
| Action taken: | | | |
| Contacts Made | | | |
| Police | Yes / No | If yes please state | |
| Contact name and number | Details of advice received: | | |
| Social Services | Yes / No | If yes please state | |
| Contact name and number | Details of advice received: | | |
| NGB Child Protection officer | Yes / No | If yes please state | |
| Contact name and number | Details of advice received: | | |
| Local Authority | Yes / No | If yes please state | |
| Contact name and number | Details of advice received: | | |
| Other (e.g. NSPCC) | Yes / No | If yes please state | |
| Contact name and number | Details of advice received: | | |
| Summary | | | |

Ethnic Group

Please choose the category that best describes the child’s ethnic group from the following list and tick the appropriate box:

White

A1 British A2 Irish A3 Any other white background

Mixed

B1 White & Black Caribbean B2 White & Black African B3 White & Asian
B4 Any other mixed background

Asian

C1 Indian C2 Pakistani C3 Bangladeshi C4 Any other Asian background

Black or Black British

D1 Caribbean D2 African D3 Any other Black background

Chinese or Other Ethnic Background

E1 Chinese E2 Any other (please write in):

Disability

The Disability Discrimination Act 1995 defines a disabled person as anyone with a “physical or mental impairment that has a substantial and long term adverse effect upon his/her ability to carry out normal day-to-day activities.”

Please choose the description that best describes the nature of the child’s disability and tick the appropriate box.

A Visually impaired D Learning disability

B Hearing impaired E Multiple disability

C Physical disability F Other (please write below)

You may wish to discuss your concerns with someone outside of the organisation to gain reassurance. The NSPCC Helpline can help with this, and is confidential.

NSPCC Helpline: 0808 800 5000

Template 16

Safeguarding Contacts

Club Welfare Officer

County Welfare Officer

NGB Safeguarding Officer

NSPCC Contact: Tel 0808 800 500 www.thecpsu.org.uk e-mail help@nspcc.org.uk

ChildLine: Tel 0800 1111 www.childline.org.uk a free 24hr helpline for children

Local Authority Designated Officer (LADO)

The Police (local).....

The Children's Social Care

The Adult Social Care

Local Safeguarding Children Boards.

.....
(See Guideline 11 Local Safeguarding Children's Board for assistance)





Template 17

Contact details

(Completed example template)

Club Welfare Officer

NGB Safeguarding Officer

NSPCC Contact: Tel 0808 800 500 www.thecpsu.org.uk e-mail help@nspcc.org.uk

ChildLine: Tel 0800 1111 www.childline.org.uk a free 24hr helpline for children

Local Authority Designated Officer (LADO)

The Police

The Children's Social Care

Local Safeguarding Children Boards.



Template 18

Code of Conduct for Club Members

[NAME OF CLUB] is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with Club Welfare Officer – INSERT NAME.

As a member of [NAME OF CLUB], you are expected to abide by the following code of practice:

- All members must take responsibility in ensuring they are up to date with the rules, understand and adhere to them.
- All members must respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.
- Members should recognise the valuable contribution made by coaches and officials who are usually volunteers. They give their time and resources to provide bowls for you.
- All members must respect officials and publicly accept their decisions.
- All members should be a positive role model, treat other players and officials with the same level of respect you would expect to be shown to you.
- Use correct and proper language at all times.
- Members are not allowed to smoke within the Club.
- Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Members must wear suitable footwear on the green, as per the club rules.
- Bullying of any sort will not be tolerated.
- Encourage everyone to enjoy sport and understand that people have different motivations for taking part.

Name of Member Date

Signed

Template 19

Code of Conduct for Club Officials and Volunteers

NAME OF CLUB

The essence of good ethical conduct and practice is summarised below.

All volunteers must:

- Develop an appropriate relationship with participants, based on mutual trust and respect.
- Ensure all activities organised by the club are appropriate to the age, ability and experience of those taking part.
- Promote the positive aspects of the sport (e.g. fair play).
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines laid down by the National Governing Body and the Club.
- Ensure the club holds appropriate insurance cover for its members.
- Ensure club officials hold appropriate qualifications relevant to their role.
- Never exert undue influence over performers to obtain personal benefit or reward.
- Never condone rule violations, rough play or the use of prohibited substances.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Encourage participants to value their performances and not just results.

Name of Member Date

Signed