

SAFEGUARDING POLICY

Review 2023



1. INTRODUCTION

England Lacrosse believes that all young people have the right to be safe and enjoy their involvement with lacrosse. We accept a responsibility to promote the welfare of young people and protect them from harm in partnership with the lacrosse community

1.1 England Lacrosse defines The Lacrosse Community as all individuals, clubs, associations, and other organisations involved in any capacity in the game of lacrosse, whether or not they are members of England Lacrosse. For the avoidance of doubt, this includes all players and anyone working within lacrosse (in a paid or voluntary capacity, and whether as an employee or on a self-employed or other work basis) including coaches, officials, and other officials and spectators at lacrosse events and activities also deemed members of the Lacrosse Community or Commercial Partners.

1.2 Young people are defined as children that have not yet turned 18 years old. Child protection guidance points out that even if a child has reached 16 years of age and is:

- Living independently
- In further education
- A member of the armed forces
- In hospital; or
- In custody in the secure estates

They are still legally children and should be given the same protection and entitlements as any other child (Department for Education 2018)

1.3 For the purpose of this policy Safeguarding is defined as 'the action that is taken to promote the welfare of children and protect them from harm' NSPCC. Child protection is part of the safeguarding process. It focuses on protecting children identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concern about a child (**The Reporting Procedures**)

1.4 The Safeguarding and Protecting Young People in Lacrosse Policy (the "Safeguarding Policy") applies to all employees of England Lacrosse and each member of The Lacrosse Community. The Safeguarding Policy sits alongside all other EL policies and regulations including but not limited to, the Code of Ethics and Behaviour. Adherence to the Safeguarding Policy will be managed through the Safeguarding and Protecting Young People Complaints and Disciplinary Regulations ("Safeguarding Regulations").

2. PURPOSE OF THE POLICY

2.1 This Policy has been produced to promote the welfare of young people and protect them from harm, this includes physical and mental wellbeing. The Policy sets out the commitments made by England Lacrosse regarding safeguarding young people and certain general principles and specific guidance that should be followed by the Lacrosse Community

2.2 The Lacrosse Community should be aware of, and ensure compliance with England Lacrosse's Safeguarding Policy and other relevant good practice guidance relating to young people, including:

- Safe Recruitment Policy
- Reporting Procedures
- Codes of Conduct



England Lacrosse will provide template to support clubs/associations in creating a safe environment for young people

3. LEGAL REQUIREMENTS AND GOVERNMENT GUIDANCE

3.1 The practices, procedures, principles and guidance within this Safeguarding Policy and associated reporting procedures are based on the principles contained within the Children's Act 1989 & 2004 and the Government guidance 'Working Together to Safeguarding Children 2018'.

3.2 The practice, procedures, principles, and guidance within Safe Recruitment Policy are based on the Protection of Freedoms act 2012 and the requirements of the Disclosure and Barring Service (DBS) in relation to recruitment of those in regulated activity.

3.2 England Lacrosse's reporting procedures are compliant with the framework as detailed in the 'Working together to Safeguard Children 2016'.

3.3 England Lacrosse works closely with the NSPCC/CPSU – Child Protection in Sport Unit and is committed to maintaining and embedding safeguarding within Lacrosse.



4. POLICY OBJECTIVES / ENGLAND LACROSSE'S ROLE

4.1 As the national governing body, England Lacrosse will publicise and promote within lacrosse its Safeguarding Policy. We will also support affiliated clubs and associations within the Lacrosse Community in adopting and implementing their own policies. This support will include producing template policies and procedures and good practice guidance by providing access to training and education opportunities.

4.2 England Lacrosse is committed to provide access to appropriate advice and support, ensuring that concerns relating to the safety and welfare of young people in lacrosse are taken seriously and acted upon swiftly and appropriately. See England Lacrosse's Reporting Procedures.

4.3 England Lacrosse recognises the roles and responsibilities of the statutory agencies in safeguarding young people and the responsibilities and expertise of the relevant agencies in determining whether young people have, or may have, been abused or otherwise harmed or are at risk of harm. England Lacrosse is committed to complying with the procedures of the Local Safeguarding Children Boards (LSCBs). Accordingly, England Lacrosse will work cooperatively with the relevant statutory agencies

on matters relating to safeguarding young people and where England Lacrosse receives report of a concern, it will refer the matter to the relevant statutory agency where appropriate.

4.4 England Lacrosse is also committed to directly challenging conduct within lacrosse that is, or may be, harmful to young people. It may, therefore, instigate proceedings under its own Safeguarding and Protecting Young People Complaints and Disciplinary Regulations where concerns or complaints are raised (by sources internal or external to lacrosse) relating to the safety and welfare of young people. England Lacrosse will act against any person or organisation within its authority whose conduct is found to have harmed a young person in lacrosse or whose conduct (within or outside lacrosse) poses or may pose a risk of harm to young people in lacrosse. England Lacrosse may also refer matters back to a club for resolution at club level where appropriate.



5. GENERAL PRINCIPLES

The following general principles regarding safeguarding and protecting young people will be applied by England Lacrosse and should be applied by everyone in the Lacrosse Community.

5.1 The safety and welfare of young people is paramount.

5.2 The views and opinions of young people are sought, considered, and integrated into all aspects of lacrosse.

5.3 All young people, regardless of age, disability, gender reassignment, race (including ethnic origin, nationality and colour), religion or belief, sex (gender) and sexual orientation have the right to be protected from harm.

5.4 It is recognised that some young people have additional vulnerability, which may be due to disability, language, sexual orientation, culture or for the fact that they perform in an elite environment. It is therefore important to raise awareness of additional risks and address needs, as required – see Safeguarding Education and Training guidance document.

5.5 The rights, dignity and worth of all young people should always be respected

England Lacrosse is committed to encouraging and supporting everyone within Lacrosse to recognise and regard as essential the effective and safe recruitment of all individuals working with young people in Lacrosse

England Lacrosse is committed to provide education and training opportunities for the Lacrosse Community in relation to safeguarding and protecting children

- 5.6 Safeguarding is everyone's responsibility, but it is the responsibility of safeguarding experts to determine whether abuse has taken place. It is everyone's responsibility in lacrosse to report concerns.
- 5.7 Statutory agencies have a role in safeguarding young people and information should be shared with them as appropriate.
- 5.8 The Safeguarding Policy is only effective when the Lacrosse Community works in partnership to support and implement, monitor, and evaluate its progress.
- 5.9 For Clarity, the Safeguarding Policy and any related procedures and good practice relating to the safeguarding of young people in lacrosse need to be applied both in relation to activities for young people specifically and where young people may be involved within the adults' game, for example, where players or officials under 18 years of age are incorporated into adult lacrosse teams.



6. ADDITIONAL GUIDANCE FOR CLUBS AND ASSOCIATIONS

All affiliated clubs and associations are required to:

- 6.1 Adopt, implement, actively promote and monitor England Lacrosse's Safeguarding Policy reporting procedures and good practice guide (see Template One – Club Safeguarding Commitment)
- 6.2 Follow England Lacrosse's guidance on recruitment to roles that involve working with young people, including the use of Disclosure and Barring Service checks to ensure compliance with relevant legislation.
- 6.3 Provide appropriate education and training to all those people who work with your people in lacrosse.
- 6.4 Actively disseminate the information to their members

7. LACROSSE COMMUNITY RESPONSIBILITIES

Everyone within England Lacrosse and the Lacrosse Community must also comply with the following specific guidance:

- 7.1 Abide by England Lacrosse's Safeguarding and Protecting Young People in Lacrosse Policy, Procedures, and Good Practice guidance, which specifies conduct in relation to the safeguarding of young people within lacrosse, among other issues
- 7.2 Where appropriate take action to deal with minor issues or concerns at a local level, including challenging poor practice in relation to safeguarding of young people.
- 7.3 Seek advice from England Lacrosse Lead Safeguarding Consultant when dealing with issues or concerns that are more complex than first perceived
- 7.4 Follow England Lacrosse reporting procedures where there are concerns relating to the safety or welfare of young people.

8. FURTHER INFORMATION

8.1 England Lacrosse documents and guidance

The following information can be found [www.englandlacrosse.co.uk/safe sport](http://www.englandlacrosse.co.uk/safe%20sport)

Reporting Procedures

Safeguarding and Protecting Young People – complaints and disciplinary ("Safeguarding Regulations")

Good Practice Guidelines

Code of Conduct

8.2 Statutory Agencies

There are several agencies that have a statutory role to play in the safeguarding and protection of children, these include.

An agency with statutory power under the Children Act 1989. LSCB's are the key statutory mechanism for agreeing how the relevant organisations in each local area will cooperate to safeguard and promote the welfare of children in the locality

Uphold the law, prevent crime and disorder, and protect citizens
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Duty to provide services to children 'in need' and duty to make enquiries where a child is likely to be or is suffering from significant harm

Hold statutory responsibility under the Children Act 2004, develop practice and guidance, and provide a mechanism for organisations to work together
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