

Tewkesbury Junior Anglers

Tewkesbury Junior Anglers (TJA) Safeguarding and Child Protection Policy

Version: 1.0

Date: May 1, 2025

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1. Policy Statement

Tewkesbury Junior Anglers (TJA) is fully committed to safeguarding the welfare of all children and young people involved in our activities. We believe that every child has the right to participate in angling in a safe, positive, and enjoyable environment, protected from all forms of abuse, neglect, and exploitation. We accept our responsibility to take all reasonable steps to promote safe practice and protect children from harm.

2. Purpose and Scope

The purpose of this policy is to:

- Protect children and young people who participate in TJA's activities.
- Provide volunteers with the overarching principles that guide our approach to safeguarding and child protection.
- Ensure all volunteers understand their roles and responsibilities in respect of safeguarding and are provided with appropriate learning opportunities.
- Ensure appropriate action is taken in the event of incidents/concerns of abuse and that support is provided to the individual/s who raise or disclose the concern.
- This policy applies to all TJA committee members, volunteers, coaches, helpers, and any children or young people participating in our activities.

3. Legal Framework & Guidance

This policy is based on UK law and guidance including:

- Children Act 1989 and 2004
- Working Together to Safeguard Children (latest version)
- Keeping Children Safe in Education (KCSIE) (latest version) - TJA adopts the principles within KCSIE as best practice for working with children.
- Counter-Terrorism and Security Act 2015 (Section 26 - Prevent Duty)
- Data Protection Act 2018 / UK GDPR

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4. Named Safeguarding Lead

TJA has appointed a Named Safeguarding Lead who is responsible for overseeing the implementation of this policy and coordinating action on safeguarding concerns:

- Named Safeguarding Lead: Christopher Birch
- Contact Email: info@tewkesburyjunioranglers.co.uk
- Contact Phone: 07368 626282
- Responsibilities of the Named Safeguarding Lead include:
- Being the first point of contact for all safeguarding concerns.
- Providing advice and support to volunteers on safeguarding matters.
- Liaising with local statutory agencies (Children's Social Care, LADO, Police) as appropriate.
- Ensuring safeguarding procedures are followed.
- Maintaining secure records of safeguarding concerns and actions taken.
- Promoting awareness of safeguarding within TJA.
- Ensuring appropriate training is accessed by volunteers.

If a concern relates to the Named Safeguarding Lead, it should be reported directly to the TJA Committee Secretary: Gareth Ferbrache.

5. Code of Conduct for Volunteers

- All volunteers are expected to:
- Prioritise the welfare of children and young people at all times.
- Treat all children with respect and dignity.
- Maintain appropriate professional boundaries.
- Avoid situations where they are alone with a child unnecessarily; if unavoidable, ensure it is in an open/observable environment.
- Never engage in rough, physical, or sexually provocative games.
- Never allow or engage in inappropriate touching of any kind.
- Ensure physical contact is appropriate, limited, and necessary for coaching or safety, and always with the child's consent where appropriate.
- Challenge unacceptable behaviour (e.g., bullying, discrimination) by children or other adults.
- Follow TJA's procedures for reporting concerns.
- Adhere to TJA's policies on photography, online safety, and anti-bullying.
- Cooperate fully with statutory agencies during any safeguarding investigation.

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6. Recognising Abuse and Neglect

- Abuse can take many forms. Volunteers should be alert to potential signs and symptoms. The main categories are:
- Physical Abuse: Hitting, slapping, punching, kicking, shaking, misuse of medication, etc. (Signs: unexplained bruises, burns, fractures, bite marks).
- Emotional Abuse: Persistent criticism, threats, humiliation, rejection, withholding affection, exposure to domestic abuse. (Signs: low self-esteem, withdrawal, anxiety, challenging behaviour, developmental delay).
- Sexual Abuse: Forcing or enticing a child into sexual activities, exposure to pornography, grooming. (Signs: inappropriate sexual knowledge/behaviour, STIs, pregnancy, withdrawal, self-harm, disclosures).
- Neglect: Persistent failure to meet a child's basic physical and/or psychological needs. (Signs: poor hygiene, inadequate clothing, hunger, untreated medical problems, lack of supervision, developmental delay).

Other potential harms include: Bullying (including cyberbullying), Domestic Abuse, Discrimination, Exploitation (including criminal and sexual exploitation), Fabricated or Induced Illness, Faith Abuse, Female Genital Mutilation (FGM), Forced Marriage, Gangs and Youth Violence, Gender-Based Violence, Hate Crimes, Mental Health Issues, Online Abuse (including grooming), Private Fostering, Radicalisation (see Prevent Duty), Substance Misuse, Trafficking/Modern Slavery.

Volunteers are not expected to diagnose abuse but should be aware of potential indicators and report any concerns promptly.

7. Reporting Procedures

If you have any concern about a child's welfare or suspect abuse:

- IMMEDIATELY report your concerns to the Named Safeguarding Lead: Christopher Birch.
- If Christopher Birch is unavailable, or the concern relates to him, report IMMEDIATELY to the TJA Committee Chair (Secretary): Gareth Ferbrache.
- If a child is in IMMEDIATE DANGER, call the Police on 999. Then report to the Safeguarding Lead/Chair (Secretary).
- Make a written record of your concern (factual observations, dates, times, names, what was said using the child's words if possible). Sign and date it. Give this record to the Safeguarding Lead.
- Do NOT investigate yourself. This is the role of statutory agencies.
- Do NOT discuss the concern with anyone other than the Safeguarding Lead or Chair (Secretary), to maintain confidentiality as far as possible.

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8. Responding to a Disclosure

- If a child discloses abuse directly to you:
- Listen carefully and calmly. Do not interrupt unless necessary.
- Reassure the child they have done the right thing by telling someone.
- Do NOT promise confidentiality – explain you must pass the information on to keep them safe.
- Do NOT ask leading questions or push for details.
- Explain what you will do next (report to the Safeguarding Lead).
- Record the conversation accurately, using the child's words, as soon as possible.
- Report immediately to the Safeguarding Lead (Christopher Birch).

9. Confidentiality

All safeguarding concerns will be treated seriously and sensitively. Information will only be shared on a 'need-to-know' basis for the purpose of protecting the child. Volunteers must understand that safeguarding concerns override personal confidentiality.

10. Liaison with Agencies & LADO Procedures

- The Named Safeguarding Lead (Christopher Birch) is responsible for liaising with external agencies.
- If concerns meet the threshold for significant harm, the Safeguarding Lead will contact the Gloucestershire Multi-Agency Safeguarding Hub (MASH):
- Phone: 01452 426565 (Mon-Fri, 9am-5pm)
- Out of Hours: 01452 614194 (Emergency Duty Team)
- Online Referral Form: Via Gloucestershire Safeguarding Children Partnership (GSCP) website.
- LADO (Local Authority Designated Officer): If an allegation is made against a volunteer or someone working with children in TJA, the Named Safeguarding Lead (or Chair) MUST consult with/refer to the Gloucestershire LADO. The LADO manages allegations against people who work or volunteer with children.
- Contact the LADO via the Gloucestershire MASH on 01452 426565, stating you need a LADO consultation.

11. Prevent Duty

TJA acknowledges its duty under the Counter-Terrorism and Security Act 2015 to have 'due regard to the need to prevent people from being drawn into terrorism'. Volunteers should be aware of the potential indicators of radicalisation and report any concerns through the TJA safeguarding procedures (to Christopher Birch), who will liaise with relevant authorities if necessary (e.g., Police Prevent Team, MASH).

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12. Safer Recruitment of Volunteers

TJA is committed to safer recruitment practices to ensure volunteers are suitable to work with children. This includes:

- Application forms and informal interviews.
- Requesting references.
- Requiring relevant volunteers (those with regular, unsupervised contact) to undertake an Enhanced DBS check with Barred List information, facilitated through the Angling Trust or other umbrella body where applicable.
- Providing induction including safeguarding awareness.

13. Online Safety

- All online communication with members (e.g., via website, social media, email) must be appropriate and professional.
- Use group communication methods where possible, avoiding one-to-one messaging with children unless essential and parents are copied in.
- Obtain parental consent for using photographs/videos of children online and ensure images are appropriate.

14. Training

All committee members and regular volunteers/coaches are expected to undertake appropriate safeguarding training (e.g., courses provided by the Angling Trust, NSPCC, or Local Safeguarding Partnership) at regular intervals, as advised by the Safeguarding Lead.

15. Policy Review

This policy will be reviewed annually by the TJA Committee, or sooner if there are changes in legislation, guidance, or organisational practice.

16. Key Contacts Summary

- TJA Named Safeguarding Lead: Christopher Birch 07368 626282, info@tewkesburyjunioranglers.co.uk
- TJA Committee Chair (Secretary): Gareth Ferbrache, 07368 679248, gferbrache.gf@gmail.com
- Gloucestershire MASH (Children's Social Care Referrals & LADO Consultation): 01452 426565
- Emergency Services: 999
- NSPCC Helpline: 0808 800 5000 (Advice for adults concerned about a child)
- Childline: 0800 1111 (For children and young people)