



Safeguarding Policy for a AnyGirl Netball CIC

1. Introduction

AnyGirl Netball CIC is committed to creating a safe and supportive environment for all individuals who come into contact with our organisation. This safeguarding policy outlines our approach to protecting the welfare and well-being of children, young people, vulnerable adults, and any other individuals involved in our activities. This policy is applicable to all staff, volunteers, directors, and those associated with AnyGirl Netball CIC.

2. Purpose

This policy is intended to protect children who receive any service from us, including those who are the children of adults who may receive services from us. Under this policy, the term children shall mean any person who is under eighteen years of age.

The Organisation believes that no child or young person should experience abuse or harm and is committed to the protection of children and young people. This policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to child protection and safeguarding.

3. Definitions

- “Child” refers to anyone under the age of 18 years.
- “Young person” refers to individuals aged 18 to 24 years.
- “Vulnerable adult” refers to individuals aged 25 years and above who may be at risk of harm or exploitation due to their personal circumstances.

4. Risks

Children can be vulnerable to different forms of abuse and harm. It is important to recognise that abuse and harm of children can cover a wide range of circumstances and behaviours. For example, children can be at risk of:

- physical or emotional abuse
- neglect
- sexual abuse
- female genital mutilation (FGM)
- grooming and exploitation
- trafficking and modern slavery
- exposure to or infliction of domestic abuse
- bullying or cyber bullying
- exposure to other inappropriate content or behaviour, such as violence or criminal behaviour



- self-harm
- physical harm when engaging with activities without adequate supervision

The causal factors of any such harm and/or abuse can also be wide-ranging. For example, children can be placed at risk by family members or by members of the community.

5. Principles

Safeguarding children from harm and abuse is an essential responsibility for our Organisation. We are committed to ensuring that any child who comes into contact with our services is properly safeguarded. Every person under this policy must ensure that they play an active role in ensuring that children are properly safeguarded.

Every person under this policy holds responsibility for:

- remaining alert and aware of possible safeguarding risks to children
- guarding children against harmful environments with appropriate actions (for example, adequate supervision or ensuring safe environments)
- taking positive steps to maintain the safety and wellbeing of children engaging with us as an Organisation
- reporting concerns expeditiously and appropriately, in line with child protection procedures
- understanding the duty to report specific concerns (and understanding how this interplays with confidentiality)
- challenging any inappropriate or harmful behaviour of any other adult and reporting this accordingly
- acting appropriately in the presence of children
- not taking any inappropriate risks
- not smoking, drinking or taking any form of illicit substances in the presence of children

6. Responsibilities

- The Board of Directors: The directors are ultimately responsible for ensuring that the safeguarding policy is effectively implemented and regularly reviewed.
- Designated Safeguarding Officer (DSO): AnyGirl Netball CIC will appoint a DSO to be responsible for safeguarding matters. The DSO will receive appropriate training and act as the main point of contact for safeguarding concerns.
- Staff and Volunteers: Everyone associated with AnyGirl Netball CIC has a duty to report any safeguarding concerns promptly to the DSO.

7. Safer Recruitment



- AnyGirl Netball CIC is committed to following safe recruitment practices, including conducting background checks and obtaining references, to ensure that individuals working with children, young people, and vulnerable adults are suitable for their roles.

8. Code of Conduct

- All staff, volunteers, and trustees will adhere to a clear code of conduct, which will outline appropriate behaviour and interactions with children, young people, and vulnerable adults.

9. Reporting Procedures

- Any safeguarding concerns or incidents will be reported immediately to the DSO.
- The DSO will follow established procedures for reporting to the relevant authorities, such as local social services or the police, when necessary.
- Confidentiality will be maintained throughout the reporting and investigation process, sharing information only with those who need to know.

10. Training and Awareness

- AnyGirl Netball CIC will provide regular safeguarding training to all staff, volunteers, and trustees to increase awareness and understanding of safeguarding issues and their responsibilities.
- Safeguarding will be promoted through communication channels and awareness-raising initiatives.

11. Risk Assessment

- AnyGirl Netball CIC will conduct risk assessments to identify potential safeguarding risks and implement measures to mitigate them.

12. Responding to Concerns

- All safeguarding concerns will be taken seriously, and appropriate actions will be taken promptly to protect the individuals involved.
- Support will be provided to anyone affected by a safeguarding incident.

13. Review

- This safeguarding policy will be reviewed at least annually, or as and when significant changes occur, to ensure its relevance and effectiveness.

AnyGirl Netball CIC is committed to maintaining a culture of safeguarding, and we encourage everyone associated with our organisation to take an active role in promoting the safety and well-being of all individuals involved in our activities.

Signed:

A handwritten signature in black ink, appearing to read "Daisey Cotterill".

Print Name: Daisey Cotterill

Role: Director and Person with significant control

Date checked: 07/10/2023



Health and Safety Policy for AnyGirl Netball CIC

1. Policy Statement

AnyGirl Netball CIC is committed to ensuring the health and safety of all individuals associated with our organisation, including employees, volunteers, participants, and spectators. We aim to provide a safe and secure environment for all our activities.

Our policy is to:

- a) Understand the health and safety risks arising from our work activities
- b) ensure adequate control of those health and safety risks
- c) consult with our support staff on matters affecting their health and safety
- d) provide the necessary information, instruction, and supervision for support staff and participants
- e) prevent accidents
- f) maintain safe and healthy working conditions
- g) review and revise this policy as necessary at regular intervals

2. Responsibilities

- The Director, Daisey Cotterill, is responsible for overall health and safety management.
- All employees and volunteers must adhere to safety procedures and report hazards or incidents.
- Participants and spectators should follow safety guidelines and report any concerns.

3. Risk Assessment

We will regularly assess risks associated with our activities and venues. These assessments will include, but not be limited to, the following:

- Venue safety checks
- Equipment safety checks
- Emergency evacuation plans
- First aid and medical support

4. Safety Procedures

- Emergency Procedures: Establish clear procedures for handling emergencies, including fire, medical incidents, and evacuations.
- First Aid: Ensure adequate first aid equipment and trained personnel are available.
- Training: Provide safety training for staff, volunteers, and coaches.
- Equipment: Maintain and regularly inspect sports equipment for safety.
- Hygiene: Promote hygiene practices to prevent the spread of illness, including COVID-19 protocols.
- Child Protection: Implement safeguarding policies for working with minors.

5. Reporting and Incident Management

- All incidents, accidents, near-misses, or hazards must be reported promptly to the Director, Daisey Cotterill.



- Records of incidents will be kept, and corrective actions will be taken as necessary.

6. Communication

- Ensure all individuals associated with our CIC are aware of this health and safety policy.
- Regularly communicate safety updates and procedures.

7. Review and Improvement

- Regularly review and update the health and safety policy.
- Continuously seek to improve safety measures based on experience and feedback.

8. Legal Compliance

- We will comply with all relevant health and safety laws and regulations in our jurisdiction.

9. Consultation

- Involve employees, volunteers, and participants in the development and improvement of safety measures.

10. Resources

Allocate resources necessary to implement and maintain health and safety procedures.

Signed:

A handwritten signature in black ink, appearing to read 'Daisey Cotterill', written over a horizontal line.

Print Name: Daisey Cotterill

Role: Director and Person with significant control

Date checked: 01/11/2023