SAFEGUARDING POLICY

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MERSEY MAVERICKS CHILD SAFE COMMITMENT

Mersey Mavericks are committed to the wellbeing and safety of children. We will ensure that all staff and volunteers are aware of our policies that surround this commitment and ensure that child safety and well-being is acknowledged throughout our work at all levels across the organisation. We insist that all concerns are reported to maintain this commitment.

Mersey Mavericks have a zero-tolerance approach to child abuse or maltreatment in any form. We take all concerns no matter how small they might appear seriously. We actively support the rights of all children. Sport can have a very powerful and positive influence on people – especially young people. Not only can it provide opportunities for enjoyment and achievement; it can also develop valuable qualities such as self-esteem, leadership and teamwork. These positive effects can only take place if sport is in the right hands - in the hands of those who place the welfare of all young people first and adopt practices that support, protect and empower them.

Basketball England is committed to working in partnership with all agencies to ensure that information and training opportunities are available to ensure best practice when working with children and young people. Adopting best practice will help safeguard these participants from potential abuse and neglect and reduce the likelihood of allegations being made about coaches and other adults in positions of responsibility in basketball.

DEFINITIONS/ABBREVIATIONS

Adults at risk – any person who is aged 18 years or over who has care or support needs and is experiencing or is at risk of abuse or neglect, and is unable to protect themselves against significant harm or exploitation

Basketball England (BE) – any form of basketball activity under the jurisdiction of Basketball England

Case Management Group (CMG) – Basketball England Case Management Group, a body appointed to hear a safeguarding case also known as a safeguarding panel

Child – any person under the age of 18 years as defined by the United Nations Convention on the Rights of the child and 'children' people under the age of 18

Child abuse – any form of mistreatment or lack of care that leads to injury or harm of a person under 18 years of age. Abuse can happen to a child regardless of their age, gender, race or ability. Abusers can be adults (male or female) and other young people and are usually known to and trusted by the child and family. There are four main types of child abuse: physical, sexual, emotional, and neglect.

Club Welfare Officer (CWO) – a person appointed who is responsible for safeguarding at a club

Complainant – the person/child potentially being abused

CPSU – Child Protection in Sport Unit

DBS (Disclosure & Barring Service) – Disclosure and Barring Service

SP – Safeguarding Partners, under legislation the three safeguarding partners are local authorities, chief officers of police, and clinical commissioning groups who must make arrangements to work together with relevant agencies to safeguard and protect the welfare of children

LADO – Local Authority Designated Officer

NSPCC (National Society for the Prevention of Cruelty to Children) – National Society for the Prevention of Cruelty to Children

Person under consideration – the person who is alleged to have breached a policy/rules

POLICY STATEMENT

In this document the term 'parent' will be used but also refers to persons with parental responsibility. 'Staff' refers to anyone in a paid or voluntary role in Basketball.

All individuals involved in basketball under the jurisdiction of Basketball England at every level, including players, match officials, coaches, administrators, club officials and spectators, agree to abide by all policies and procedures. By participating or being involved in basketball, everyone is deemed to accept and agree to these policies which are available through the club website or on request.

This policy is mandatory for the game as a whole and provides guidelines to members of Mersey Mavericks Basketball Club, whether working in a professional or voluntary capacity. It is recognised that child abuse is a very emotive and difficult subject; however, everyone has a duty of care towards young and vulnerable people and can help to protect them from abuse. Safeguarding is everyone's responsibility.

Mersey Mavericks and its affiliates are bound by all applicable laws, statues, regulations, decisions, ruling, directives, codes of practice, government policies, enactments, or instruments (including national, regional, local or principle laws, regulations, or by-laws of any kind whatsoever) relevant to this policy.

RESPONSIBILITIES

- Accept the legal and moral responsibility to report all concerns no matter how small they might appear.
- Accept the moral and legal responsibility to implement procedures to provide a duty of care for young people, safeguard their wellbeing and protect them from abuse.
- Respect and promote the rights, wishes and feelings of young people.
- Recognise that some young people could face additional barriers to getting help because of additional vulnerabilities which could include their ethnicity, gender, age, religion, disability, sexual orientation, social background or culture.
- Ensure they adopt best practice to safeguard and protect young people from abuse, and to reduce the likelihood of allegations being made against themselves.
- Accept and abide by the Safeguarding Policy, Safeguarding Regulations, Procedures and the of Ethics and Conduct as well as all other policies and procedures.

- Respond appropriately to any complaints about poor practice, neglect or allegations of abuse.

KEY PRINCIPLES

The guidance given in the procedures is based on the following principles:

- Mersey Mavericks are committed to ensuring that all children who take part in Basketball England activities can have fun and participate in an environment that keeps them safe from harm.

- The child's welfare is paramount.

- The voice of the child should be heard at all levels of the game.

- All young people, regardless of any protected characteristic including their age, gender, ability, any disability they may have, culture, racial origin, religious belief and sexual identity have the right to protection from abuse.

- A child is recognised as being under the age of 18 years (Children's Act 1989 definition).

- An adult has a moral and statutory duty for the care, custody and control of any person under the age of 18 under their supervision.

- All incidents of poor practice or suspicions of poor practice and allegations of neglect or abuse will be taken seriously and responded to swiftly and appropriately.

- Young people have a right to expect appropriate support in accordance with their personal and social development regarding their involvement in basketball.

- It is the child protection experts and agencies' responsibility to determine if abuse has occurred, but it is everyone's responsibility to report any concerns.

- Confidentiality will be maintained appropriately at all times and the child's safety and welfare must be the overriding consideration when making decisions on whether or not to share information about them.

- All safeguarding concerns reported will be conducted fairly and in accordance with principles of natural justice. Investigations and outcomes will be fair and proportionate.

- Working in partnership with children, their parents and other agencies is essential for safeguarding. Mersey Mavericks recognise the statutory responsibilities of the appropriate bodies such as Children's Social Care services, the Police, the Local Authority Designated Officers (LADO) and the Safeguarding Partners (SP) to ensure the welfare of children.

- Any person in charge of children and young people involved in a sports club or activity has a duty of care and should take all reasonable care for their safety. The duty when involved in a sports club is reasonably straightforward, it is comparable to the duty of a teacher in charge of a class of children of the same age.

EQUALITY

All young people have the same rights to be safeguarded from abuse, but it should be recognised that some children may face additional vulnerabilities and extra barriers to getting help. This could be because of their personal characteristics such as race, gender, age, religion, disability, sexual orientation, social background or culture. There should be awareness that these characteristics may mean that they are at greater risk of abuse because of factors such as prejudice, discrimination, reduced ability to resistor report abuse, communication barriers or myths based on stereotypes.

There are also factors that can make some talented athletes more vulnerable to harmful behaviours, either from themselves, their coaches or parents, or members of support staff.

These factors include:

- Win at all costs approach.
- Intense coach-athlete relationships.
- A self-image that is linked closely with performance excellence.
- Child athletes operating in an adult-focused environment.
- Being away from family and support networks.
- Fear of losing funding or a place on the program if they speak out.

Athletes at all levels of sport deserve to train and compete in a safe, healthy and stimulating environment. Basketball England affiliated organisations have a responsibility to create a safe, athlete-focused environment for all.

PROMOTING GOOD PRACTICE

Child abuse, particularly sexual abuse, can generate strong emotions in those having to deal with such an allegation. It is important to understand these feelings and not allow them to interfere with your judgement about what action to take. Neglect or abuse can occur within many situations including the home, school and the sporting environment. Some individuals will actively seek employment or voluntary work with young people to harm them.

A teacher, coach or club volunteer may have regular contact with young people and be an important link in identifying cases where protection is needed. All suspected cases of poor practice, or alleged abuse should be reported following

the guidelines in this document. When a person enters a club having been subjected to abuse outside the sporting environment, sport can play a crucial role in improving the person's self-esteem. In such instances the club must work with the appropriate agencies to ensure the young person receives the required support.

All personnel should be encouraged to demonstrate exemplary behaviour to protect young people and to protect themselves from allegations. The relevant sections of the Safeguarding Regulations and Code of Ethics and Conduct should be studied. In addition, the following are common sense examples of good practice and how to create a positive culture when working in basketball:

- Always putting the welfare of each young person first, before winning or achieving goals.
- Always working in an open environment (e.g. avoiding private or unobserved situations and encouraging an open environment with no secrets).
- Building balanced relationships based on mutual trust which empowers young people to share in the decision-making process.
- Making sport fun, enjoyable and promoting fair play.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Treating all young people equally and with respect and dignity.
- Maintaining a safe and appropriate distance both emotionally and physically (e.g. it is not appropriate for an adult to have an intimate relationship with a young person or vulnerable adult or to share a room with them).
- Keeping up to date with the technical skills, qualifications and insurance in sport.
- Ensuring that if mixed teams are taken away, they should always be accompanied by male and female staff and sited where possible in different accommodation or on different floors within the accommodation.
- Ensuring that at tournaments or residential events, adults should not enter children's rooms or invite children into their rooms unless in an emergency. If an adult is working in a supervisory capacity, they should only enter children's rooms when accompanied by another adult. A written account should be kept of the reasons for doing so.
- Being an excellent role model - this includes not smoking or drinking alcohol whilst supervising children and promoting a healthy diet.
- Recognising the developmental needs and capacity of children – avoiding excessive training or competition and not pushing them against their will.
- Securing parental consent in writing to act in loco parentis, if the need arises to give permission for the administration of emergency first aid and/or other medical treatment.
- Keeping a written record of any injury that occurs, along with the details of any treatment given, which is then reported to the parents at the first opportunity.
- Not subjected to verbal or racial abuse from any source, especially from the bench and spectator gallery, including references to height, weight etc.
- Not subjected to bullying, threats or undue pressure from any source.

DATA PROTECTION

When we receive information that raises concerns about a child, decisions need to be made about information sharing. The Safeguarding Team assess what information needs to be shared in accordance with the Government guidance, Information sharing advice for safeguarding practitioners, which describes the '7 Golden Rules' of information sharing:

1. Remember that the Data Protection Act 2018 and human rights law are not barriers to justified information sharing but provide a framework to ensure that personal information about living individuals is shared appropriately.

2. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.

3. Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.

4. Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason to do so, such as where safety may be at risk.

5. Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.

6. Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up to date, is shared in a timely fashion, and is shared securely.

7. Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

Part of the decision-making process will include consideration about who to share information with. This could include:

- Statutory organisations – the Police and/or Children's Services must be informed about child protection concerns; The Safeguarding and Compliance Team at Basketball England should be consulted where there are concerns about someone in a position of trust or a concern about a child.
- Disclosure & Barring Service – must be informed of any concerns about someone who is working with children who is suspended or expelled from the organisation.

- Other clubs and other sports organisations – informing other organisations need to be considered according to the principles below in order that they can safeguard children in their care who may be at risk of harm.
- Individuals within the organisation – this will be decided on the basis of who needs to know what information in order to keep children safe.

SUPERVISION AND STAFF RATIOS

It is important to ensure that, in planning and running training sessions, fixtures or events for children and young people, consideration is given to providing an appropriate staffing/supervision ratio of adults to participants.

Why?

- Minimise any risks to participants.
- Enhance the benefits children draw from the activity.
- Reassure parents/carers.
- Provide some protection for those responsible for providing, funding or commissioning the activity in the event of concerns or incidents arising.

Key considerations:

Due to the number of potential variables, it is not possible to recommend "one size fits all" guidance to cover all basketball activities involving children and young people. There are a number of key considerations that are recommended as good practice:

What makes an individual suitable to supervise children?

It is the responsibility of those commissioning, planning or providing sessions/activities to ensure the suitability of those running the activity.

This includes:

- Being appropriately qualified for their role and the activity.
- Being subject to a safe recruitment process, including criminal records checks for eligible roles.
- Having insurance appropriate to their activity.
- Signing up to comply with a code of practice.
- Understanding their responsibility to safeguard children

What factors inform appropriate supervision levels?

In the planning of all activities, and regardless of any other assessments that may be required (for example of equipment or for Health and Safety purposes), a risk assessment should be undertaken which specifically informs decision-making about appropriate supervision levels.

Key factors to assess include:

- Ages of children.
- Additional supervision/support needs of some or all participants (for example due to disability.)
- Competence/experience of participants for the specific activity.
- Nature of the venue - whether closed (e.g. sports hall) or open (e.g. outdoor games areas); private and exclusive to the group or open and accessible to the public); and what types of equipment children may have access to.

Recommended Minimum Supervision Ratios

Whatever the recommended ratio of adults to participants is, at least two adults should be present. This ensures at least basic cover in the event of something impacting on the availability of one of the adults during the activity (e.g. in the event of one participant requiring the attention of an adult during the activity following an accident).

While the risk assessment may well indicate the need for an enhanced level of supervision and staffing for a particular event, the following table shows recommended adult to child ratios. Remember: Regardless of the number of children present, the minimum number of adults to any number of children is 2.

CHILD/YOUNG PERSON'S AGE	NUMBER OF ADULTS	NUMBER OF CHILDREN
0 – 2	1	3
2 – 3	1	4
4 – 8	1	6
9 – 12	1	8
13 – 18	1	10

Under 18s as Supervisors/Coaches

Participants aged 17 and under should not be included in staffing ratios even if they have coaching qualifications. A person cannot become a qualified Level 1 coach until they are 16 years old, and it is expected that the person leading the session will be at least Level 2 qualified (for which you have to be18 years old). Young people can become involved in coaching, but they should be assisting qualified coaches and not delivering sessions until they are appropriately qualified.

Parents as Supervisors

Parents should be encouraged to accompany their children to activities, but they should not be included in supervision calculations unless they are members of the club and acting in a volunteering role or other capacity during the activity. In these circumstances, they should meet all appropriate requirements in terms of:

- Appropriate background checks.
- Clarity about their role and responsibilities.
- Who has overall responsibility for the group.
- What is acceptable practice.

CHANGING ROOMS

Where practical, children should always be supervised in the changing rooms by two members of staff. Adult staff should not change or shower at the same time using the same facility as players. Staff of the opposite gender should not be present whilst players are showering or changing. For mixed gender teams, separate facilities should be made available. If a young person is uncomfortable changing or showering in public, no pressure should be placed on them to do so and they should be encouraged to do this at home. If the club has children with disabilities, involve them and their parents in deciding how they should be assisted and ensure they are able to consent to the assistance that is offered but club members should avoid taking on the responsibility for tasks for which they are not appropriately trained.

All players and staff should be aware that no photographic equipment (including but not limited to cameras, video cameras, mobile phones) should be used in the changing room environment.

LATE COLLECTION

Mersey Mavericks late collection procedure:

- Promoting a staff contact number for parents to phone if there is any likelihood of late collection. Coaches may not be able to answer their phone during training/games, but it should be possible to leave a message.
- Asking all parents to provide an alternative contact name and number to be used if they cannot be reached on their usual numbers.

In cases of late collection, staff should:

- Attempt to contact the child's parent on their contact numbers.
- Use the alternative contact name/number if possible.
- Wait with the child at the sports facility, with other staff or parents present if possible. If the child is not collected within 30 minutes of the end of the session, the staff member should speak to the Club Welfare Officer to decide whether it is necessary to contact Children's Social Care, for example, where the staff member has not been able to make contact with a parent/guardian.
- Remind parents of the policy relating to late collection.

In cases of late collection, staff should not:

- Take the child home or to any other location without speaking to their parents. Ideally, in this situation there should be 2 adults present in the vehicle.
- Send the child home with another person without permission from a parent.
- Leave the child on their own.
- Ask the child to wait in a vehicle or sport facility with you alone.

MISSING PARTICIPANTS

Team staff are responsible for supervision of players in their team. If a player is found to be missing, the procedure below should be followed. A description of the player should be completed and circulated to those involved in searching and the player's card or photograph should be used to provide identity.

Particular times can give rise to increased risk, namely arrival time and time for leaving. Team staff should ensure good communication with players and families to ensure everyone is aware of changes in arrival/collection plans (e.g. a child being collected by parents or not going on the team coach).

PHOTOGRAPHY, VIDEO, AND LIVE STREAMING

Mersey Mavericks are committed to ensuring young people are protected from the inappropriate use of their images. No images should be taken at junior games, training or events without the necessary consent being obtained first including consent as to how the images will be used, especially if this is on websites and in other publications or social media platforms. There is also a need to ensure the opposition have obtained consent from parents and are then able to give consent for images to be taken.

There is no intention to prevent coaches using video as a legitimate coaching aid, but players and their parents should be aware that this is part of the coaching program and informed consent should be gained in writing, with care taken in the storing of such images. Clubs/Teams (as Data Processors) are legally bound to follow General Data Protection Regulation (GDPR) legislation.

Please see the photography and video guidance, Live Streaming Guidance and templates for further information

POSITIONS OF TRUST

A position of trust involves a person in a position of authority over another person. There is a need to protect young people aged 16 and 17 who, despite reaching the age of consent for sexual activity, are considered to be vulnerable to sexual abuse and exploitation, in defined circumstances. This includes sexual activity and relationships with adults who hold a position of trust, responsibility or authority in relation to them and, as a result, have a considerable amount of power and influence in their lives. It is against the law for someone in a position of trust to engage in sexual activity with a child in their care, even if that child is over the age of consent (16 or over). This law surrounding this was extended in 2022 to include Sports Coaches.

The power and influence that a member of staff or volunteer has over someone attending a group or activity cannot be underestimated. If there is an additional competitive aspect to the activity and one person is responsible for the other's success or failure to some extent, then the dependency will be increased. It is therefore vital for people to recognise the responsibility they must exercise in ensuring that they could not be considered to have abused their positions of trust.

Coaches and everyone involved in supervising children and adults at risk should be careful to ensure that the appropriate boundaries remain in their working relationships between themselves and participants.

Even where there is no alleged criminal offence, Safeguarding Case Management Disciplinary Procedures will be instigated if it comes to The Safeguarding Team's attention that an inappropriate relationship, inappropriate communication or other perceived 'grooming' behaviour has been demonstrated by an affiliated member in a supervisory capacity with Under 18s. Mersey Mavericks will refer to statutory agencies including the LADO and Police, and proceed with a referral to the DBS Barred List when necessary.

Relationships with children should always be supportive, positive and aimed at improving the young person's skill and progress.

MANAGING CHALLENGING BEHAVIOUR

Affiliated Mersey Mavericks members who deliver sports activities to children may, on occasions, be required to deal with a child's challenging behaviour. The below information aims to promote good practice and to encourage a proactive response to supporting children to manage their own behaviour. It suggests some strategies and sanctions which can be used and identify unacceptable sanctions or interventions which must never be used by staff or volunteers.

- The welfare of the child is the paramount consideration.
- All those involved in Mersey Mavericks affiliated activity (including children, coaches/volunteers and parents/carers) should be provided with clear guidelines about required standards of conduct, and the organisation/ club's process for responding to behaviour that is deemed unacceptable. This should be aligned with the code of ethics and conduct.
- Children must never be subject to any treatment that is harmful, abusive, humiliating or degrading.
- Some children exhibit challenging behaviour as a result of specific circumstances, e.g. a medical or psychological condition, and coaches may therefore require specific or additional guidance. These and any other specific needs the child may have should be discussed with parents/carers and the child in planning for the activity, to ensure that an appropriate approach is agreed and, where necessary, additional support provided e.g. from external agencies, Children's Social Care services etc.
- Sport can make a significant contribution to improving the life experience and outcomes for all children and young people. Every child should be supported to participate and, only in exceptional circumstances where the safety of a child or of other children cannot be maintained, should a child be excluded from club activities.

More information can be found on Managing Challenging Behaviours

APPROPRIATELY QUALIFIED AND VETTED

It is essential that all people working or volunteering with young people are appropriately recruited. Clubs should develop a safe recruitment process based on the Basketball England guidance to include procedures such as checking documents to confirm the person's identity, obtaining references and conducting an interview if possible. For all roles which are eligible, an enhanced DBS disclosure should be completed.

It is essential that those working with young people are appropriately experienced or mentored/ supervised until they have gained experience. People in any role at a club which involves working/ volunteering with young people should undertake

regular safeguarding training to refresh and update their knowledge. Coaches working with young people must hold appropriate coaching qualifications and must be proactive in safeguarding by taking responsibility for familiarising themselves with any relevant guidance, policies or procedures. It is mandatory for all licensed Coaches, officials and Bench personnel of junior teams who are eligible for a DBS disclosure to hold a valid and satisfactory DBS disclosure (dated within 3 years), complete regular Basketball England Safeguarding Training and complete a Self-Declaration form.

Please see our Safer Recruitment document for full guidance and templates.

RECOGNITION OF POOR PRACTICE, LOW LEVEL CONCERNS AND POSSIBLE ABUSE

Affiliated members of Mersey Mavericks are not expected to be experts at recognition of child abuse. However, they do have a responsibility to act if they have any concerns about the behaviour of someone (an adult or young person) towards a child and to follow the reporting procedures in this document.

POOR PRACTICE AND LOW-LEVEL CONCERNS

Allegations may relate to poor practice where an adult's or another young person's behaviour is inappropriate and may be causing concern/harm to a child. In the application of this policy, poor practice and low-level concerns includes any behaviour bringing the game into disrepute of a child protection nature or contravening any Mersey Mavericks policy or guidance, infringing an individuals' rights and/or is a failure to fulfil the highest standards of care.

Examples of poor practice and low-level concerns:

- Use of excessive, physical or humiliating punishments.
- Being over friendly with a young person and/or having favourites. This includes engaging with under 18's on personal social media platforms or through private communication channels such as WhatsApp.
- Using images of young people in a way which contravenes BE or club policy
- Failure to act when you witness possible abuse or bullying.
- Being unaware of or breaching any Mersey Mavericks or Basketball England policy such as the Code of Ethics and Conduct.
- Spending excessive amounts of time alone with young people away from others.
- Inviting or allowing young people into your home where they will be alone with you.
- Engaging in rough, physical or sexually provocative activity, including horseplay.
- Allowing or engage in any form of inappropriate touching; this includes any physical contact which to a bystander appears inappropriate. Helpful advice on what constitutes appropriate touch in sport please see the guidance

provided by the CPSU - Physical contact and young people in sport | CPSU (thecpsu.org.uk)

- Allowing young people to use inappropriate language unchallenged.
- Making sexually suggestive comments even in fun.
- Reducing a person to tears as a form of control.
- Allowing allegations made by a young person to go unchallenged, unrecorded or not acted upon.
- Doing things of a personal nature for young people that they can do for themselves.
- Sharing a bedroom with a young person you are not related to, even with parental permission.
- Failing to meet the basic needs of children such as not allowing them to hydrate or not adhering to risk assessments put in place for their safety.

Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, or behaviour that may look to be inappropriate, but might not be in specific circumstances, through to that which is ultimately intended to enable abuse. Low-level concerns may arise in several ways and from a number of sources. For example: suspicion; complaint; or disclosure made by a young person/people, parent or other adult within or outside of the sport; or as a result of vetting checks undertaken.

Mersey Mavericks affiliated members need to be educated on, and encouraged to self-refer, where, for example they have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards expected by Mersey Mavericks. We call this neutral reporting.

It is crucial that all low-level concerns are shared responsibly with the right person and recorded and dealt with appropriately. Ensuring they are dealt with effectively should also protect staff from becoming the subject of potential false low-level concerns or misunderstandings.

RESPONDING TO POOR PRACTICE OR LOW-LEVEL CONCERNS

A link to an incident reporting form can be found on the Mersey Mavericks website and on our Integrity Page.

This form should be completed and submitted to the safeguarding Team. The form includes information such as details of the reporter, details of the young person/people, details of the incident and action already taken.

In order to respond appropriately to the low-level concern, it may be necessary for the safeguarding team to:

- Speak directly to the person who raised the concern, unless it has been raised anonymously, and
- Speak to the individual involved and any witnesses.

The information collected will help Mersey Mavericks to categorise the type of behaviour and determine what further action may need to be taken.

If any of the following incidents occur, you should report them immediately to another colleague and make a written note of the event. Parents should also be informed of the incident:

- If you accidentally hurt a player.
- If he/she seems distressed in any manner.
- If a player misunderstands or misinterprets something you have said or done.

Please refer to the template Incident Referral Form or Accident Form as appropriate from our Guidance & Templates.

ABUSE

Somebody may abuse a young person by inflicting harm, or by failing to act to prevent harm. Young people may be abused in a family or in an institutional or community setting by those known to them or more rarely, by a stranger.

The effects of abuse can be extremely damaging and if untreated, they may follow a person into adulthood.

For example, a person who has been abused as a child may find it difficult or impossible to maintain stable, trusting relationships, become involved with drugs or prostitution or attempt suicide.

TYPES OF ABUSE

There are four main types of abuse; Physical, Emotional, Sexual Abuse and Neglect. In addition, there are also other types of abuse, and issues affecting young people which are important to be aware of in the context of the sport.

PHYSICAL ABUSE

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

EMOTIONAL ABUSE

The persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only as far as they meet the needs of another person.

It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate 11 expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), 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 maltreatment of a child, although it may occur alone.

SEXUAL ABUSE

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving violence, whether or not the child is aware of what is happening.

The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse.

Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

NEGLECT

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy, for example, as a result of maternal substance abuse.

Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

OTHER TYPES OF ABUSE

Extremism

Extremism goes beyond terrorism and includes people who target the vulnerable (including the young) by seeking to sow division between communities on the basis

of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.

Child Sexual Exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator.

The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Bullying and Cyberbullying

Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It is usually repeated over a long period of time and can hurt a child both physically and emotionally.

Child-On-Child Abuse

Child-on-child abuse is most likely to include, but may not be limited to:

- Bullying (including cyberbullying, prejudice-based and discriminatory bullying).
- Abuse in intimate personal relationships between children (sometimes known as 'teenage relationship abuse').
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse).
- Sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence)

Self-Harm

Self-harm can take lots of physical forms, including cutting, burning, bruising, scratching, hair- pulling, poisoning and overdosing.

There are many reasons why children and young people try to hurt themselves. And once they start, it can become a compulsion. That is why it is so important to spot it as soon as possible and do everything you can to help.

Self-harm is not usually a suicide attempt or a cry for attention. Instead, it is often a way for young people to release overwhelming emotions. It is a way of coping. So, whatever the reason, it should be taken seriously. The NSPCC provides more guidance on this area. Understanding Child Self-Harm & Keep Them Safe | NSPCC

Young People With Disabilities

In respect of disabled young people, additional forms of abuse can occur:

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 racist, sexist, that based on a person's disability or other protected personal characteristic as defined in the Equality Act 2010, as well as other forms of harassment, slurs or similar unfair treatment.

Indicators Of Abuse

Indications that a young person may be being abused include the following:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- An injury for which the explanation seems inconsistent.

- The young person describes what appears to be an abusive act involving themselves.
- Someone else (a young person or adult) expresses concern about the welfare of another.
- Unexplained changes in behaviour (e.g. becoming very quiet, withdrawn or displaying sudden outbursts of temper).
- Inappropriate sexual awareness.
- Engaging in sexually explicit behaviour.
- Distrust of adults, particularly those with whom a close relationship would normally be expected.
- Has difficulty in making friends.
- Is prevented from socialising with other young people.
- Displays variations in eating patterns including overeating or loss of appetite.
- Sudden weight change.
- Becomes increasingly dirty or unkempt.

It should be recognised that this list is not exhaustive and the presence of one or more of the indicators is not proof that abuse is taking place. A good working relationship with parent/guardians will help to identify any concerns that a young person may be experiencing, e.g. family bereavement which could cause some of the changes listed above. However, you must be aware that in some cases, informing the person with parental responsibility may put the child at risk of harm and in many instances, referral to the club Welfare Officer is the most appropriate course of action. The Welfare Officer can then contact Basketball England's Safeguarding Team and Children's Safeguarding services where required.

Remember it is not the responsibility of those working in basketball to decide if child abuse is occurring, but it is their responsibility to act on any concerns by reporting them.

Additional Vulnerabilities

Some children and young people can be at increased risk of neglect and or abuse. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, social deprivation, children who have experienced adverse childhood experiences, those with communication issues and reluctance on the part of some adults to accept that abuse happens, or who have a high level of tolerance in respect of neglect.

Special consideration and attention should be given to children who are:

- Disabled or have special educational needs.
- Looked After Children (i.e. those in care, or those who have experienced being in care).
- Living in a known domestic abuse situation or chaotic or dysfunctional household.
- Affected by known parental substance misuse or parental criminality.
- Asylum seekers.

- Living away from home.
- Vulnerable to being bullied or engaging in bullying.
- Living in temporary accommodation.
- Living transient lifestyles.
- Living in neglectful and unsupportive home situations.
- Vulnerable to discrimination and maltreatment on the grounds of race, ethnicity, religion or sexuality.
- Involved directly or indirectly in child sexual exploitation and trafficking for sexual, domestic servitude, or criminal exploitation.
- Do not have English as a first language.
- Talented and elite athletes.

The presence of these factors does not mean that child abuse or neglect will occur, but staff should use their professional judgement to assess their significance for a particular child and they should be considered alongside any concerning factors.

Training courses are available on Basketball England's website to enable staff to familiarise themselves with wider contextual challenges being faced by young people, the courses are detailed under Training and Research on the website

ONLINE SAFETY

Children and young people may expose themselves to danger, whether knowingly or unknowingly when using the internet and other technologies. Additionally, some young people may find themselves involved in activities which are inappropriate, or possibly illegal through social networking sites etc including 'cyber-bullying'. Young people who send naked or inappropriate photos of themselves to other people are actually sending indecent images of children and therefore committing a criminal offence. Although a lot of young people may see taking, sharing or receiving images as harmless, this can have a long-term lasting effect including blackmail, bullying, emotional distress and presents an opportunity for grooming and non- contact abuse to take place.

Where possible we should educate young people in the appropriate behaviours to enable them to remain both safe and legal when using the internet and related technologies.

Staff must ensure they adhere to the guidance outlined in the Basketball England Appropriate Communication and Social Media guidance. The guidance is in place to protect children and those working with children.

Links to further support:

www.net-aware.org.uk/
www.ceop.police.uk/safety-centre/

REPORTING PROCEDURES

How to respond to a concern or allegation raised by a child

- Stop and listen.
- React calmly so as not to frighten or deter the child or person reporting the concern.
- Listen carefully and take what they say seriously.
- Keep the questioning to a minimum- you can ask clarifying open questions to gather important information that will assist you in assessing the immediate risk to a child. By using TED (Tell, Explain, Describe) questions you will not contaminate possible evidence.
- Tell them they are not to blame and that they are right to tell.
- Reassure them and explain you have to share what they have said. Clarify what you will do next and who you will need to share this information with. This could include the police or statutory agencies, if you are concerned about their immediate safety, or the Club Welfare Officer and Safeguarding Team.
- It is not for you to decide if abuse has taken place but to report the concerns.
- Write down everything said (in their words as far as possible) and what was done – accuracy and detail is important. Where appropriate, record on a body map the location of any bruises, cuts or abrasions.
- Be aware that medical or criminal evidence might be required.
- If someone is talking about non-recent abuse, act at all times as if you believe what they are saying is true.

Take action to immediately safeguard the child or children. This may include seeking medical attention, contacting Children's Social Care or the Police. You must contact your Club Welfare Officer, who in turn must contact Basketball England's Safeguarding Team who will provide further advice. If they are not immediately available, then you should contact your local Children's Social Care, LADO or Police without delay. If you are concerned about the immediate safety of someone, call 999. Expert advice can also be provided by the NSPCC Helpline on 0808 800 5000. You must clarify on the incident form whether the person, or a staff member or volunteer has contacted a relevant outside agency using the Incident Report Form.

ACTIONS TO AVOID

The person receiving the disclosure should not:

- Panic or allow their shock to show.
- Ask questions other than to clarify that you have enough information to act.
- Speculate or make assumptions.

- Make promises or agree to keep secrets.
- Make negative comments about the alleged abuser.
- Approach the alleged abuser.
- Discuss the allegations with anyone who does not have a need to know.
- Take sole responsibility.
- Delay in reporting the concerns.

It should be noted that not all young people are able to express themselves verbally. Communication difficulties may mean that it is hard for them to explain or be understood. Sometimes it is difficult to distinguish the signs of abuse from the symptoms of some disabilities or conditions, in relation to the nature of an individual's impairment. However, the welfare of the child is paramount and where there are concerns about the safety of a young person, record what has been observed in detail and follow the procedures to report these concerns.

RECORDS AND INFORMATION

Information passed to Children's Social Care, or the Police must be as helpful and comprehensive as possible, hence the necessity for making a detailed record at the time of the disclosure/concern. Ideally this information should be compiled utilising the Incident Referral Form which can be found on the website.

Information which may be required at the referrals stage:

YOUNG PERSON/COMPLAINANT

- Name/age/gender/disabilities/ethnicity/address/details of parents/agencies already working with the family/relationship between them and the person under consideration.

PERSON UNDER CONSIDERATION

- Name/Date of Birth/gender/address/position in sport and occupation etc;
- Any other allegations/previous incidents.
- If known, it is useful to advise statutory agencies about whether the person has their own children and when the person under consideration will next be at a club/event.

PRIMARY EVIDENCE

- Facts from the person making the allegation including dates/times/venue/witness details;
- Records with dates, including any documents such as emails;
- Has anyone else been informed or is anyone else already involved in the investigation?

Reporting the matter to the Police or Children's Social Care department should not be delayed by attempts to obtain more information. Wherever possible, referrals

telephoned to Children's Social Care should be confirmed in writing within 24 hours. A record should also be made of the name and designation of the Children's Social Care member of staff or Police officer to whom the concerns were passed, together with the time and date of the call, in case any follow up is needed.

A copy of this information should also be sent directly to the Basketball England Safeguarding team within 24 hours and a copy should be retained by the club welfare officer.

CONFIDENTIALITY

Where a child is considered to be at risk of harm, consent to share concerns with appropriate agencies is not required.

It is considered good practice to discuss any actions with the parent/carer/legal guardian but should not be done when this may place the child at risk of further harm or there are suspicions of Fabricated Induced Illness. If in doubt, contact the Safeguarding Team at Basketball England.

Information should be stored in a secure place with limited access to designated people. Every effort should be made to ensure that confidentiality is maintained with information shared on a 'need to know' basis only within organisations, in line with the 7 Golden Rules for Information Sharing. See the Data Protection section of this policy.

PROCEDURES

It is acknowledged that the suggestion that a child has/is being abused can evoke strong emotions. It can be very difficult to hear suspicions or allegations, but it is important that concerns are acted on. There are different procedures set out for reporting concerns about behaviour within basketball and another for concerns outside of basketball.

It is not for you to decide if abuse has taken place but to report the concerns. It is helpful if an incident referral form is completed as this sets out the sort of information which is useful. You should be careful to report as much detail as possible but avoid hearsay or assumptions.

Basketball England's Safeguarding Team are available Monday – Friday to assist with cases at all levels.

The Basketball England Case Management Group (CMG) may decide if it is appropriate and/or possible to protect the identity of the complainant, although it should be noted that in some cases this may be apparent or necessary. If a complainant is particularly concerned about their name being disclosed this should be discussed when making the referral. Where possible, those who have provided information will be informed about the progress and conclusion of the investigation.

MONITORING AND EVALUATION

To be conducted at the close of the case to see if changes need to be made to policies/ procedures or lessons can be learnt. All involved in a case are able to offer feedback so procedures can be continually improved.

SUPPORT TO DEAL WITH THE AFTERMATH

Consideration should be given as to whether any support may be appropriate for young people and others affected such as parents and members of staff. Use of helplines, support groups and meetings will maintain an open culture and help the healing process. Thought should also be given to what support may be appropriate for the person under consideration. See the list of essential contacts for expert organisations.

ESCALATION

Should you feel a concern has not been dealt with appropriately then this can be escalated by raising a complaint via the Basketball England website Make a Complaint | Basketball England You can also speak to your Local Authority Safeguarding Department or the Child Protection in Sport Unit NSPCC Child Protection in Sport Unit | CPSU (thecpsu.org.uk) should you prefer to do so.

DIAGRAM 1: HOW TO RESPOND TO A CONCERN OR ALLEGATION RAISED BY A CHILD

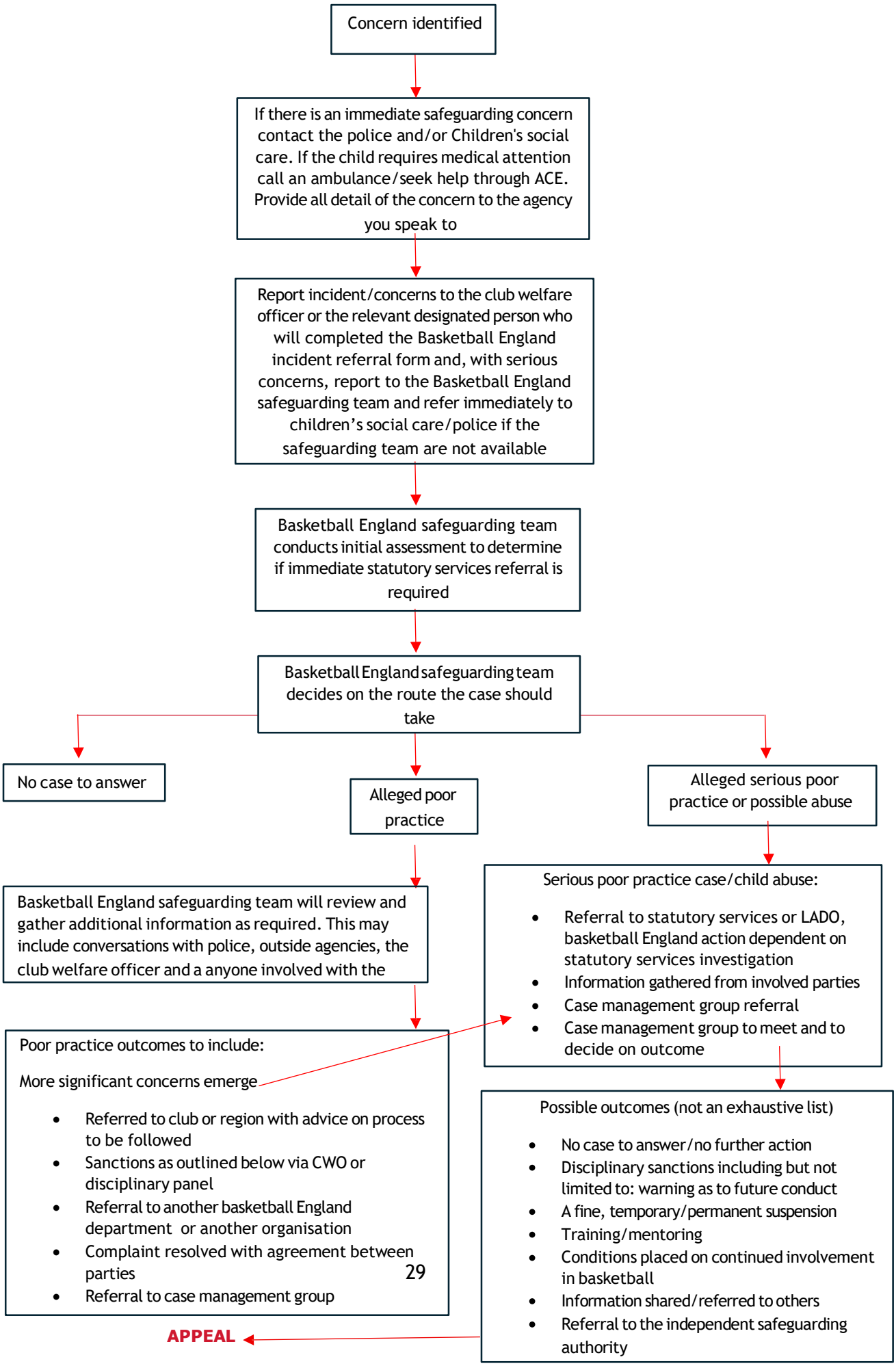

DIAGRAM 2. WHAT TO DO IF YOU ARE WORRIED THAT CHILD IS BEING ABUSED OUTSIDE OF THE BASKETBALL ENVIRONMENT

(BUT CONCERN IS IDENTIFIEDTHROUGH THE CHILD'SINVOLVEMENTIN BASKETBALL)

- A concern is identified that a child may be at risk of or being abused outside of basketball
- If there is an immediate safeguarding concern contact the police and/or Children's social care. If the child requires medical attention call an ambulance/seek help through A&E. Provide all detail of the concern to the agency you speak to. Ensure that once the emergency services are notified that the Basketball England Safeguarding Team are also notified.
- If the concern is not an immediate one, contact your club welfare officer, regional welfare officer, or the Basketball England Safeguarding Team. If you have esculated your concern to a statuory agency in the first instance (police, ambulance, child services) contact the Basketball England safeguarding team within 24 hours.
- Create a record of events, detailing the concern and what action you have taken. If you have spoken to a young person detail what they have said and any observed behaviours.

ROLES, RESPONSIBILITIES AND DEFINITIONS

It is never easy to respond to a child who tells you that they are being abused and you may feel upset and worried yourself.

Where serious concerns exist over an individual's contact with children or a Police investigation is being conducted, 'Strategy meetings' may be held. Membership of this might include the Police, Children's Social Care, a Local Authority Designated Officer (LADO), health workers and the person's employers. If the allegations of abuse involve basketball or someone who could have contact with young people through basketball, it is possible that the club and Basketball England would be invited to attend.

CLUB WELFARE OFFICERS

A CWO plays a huge role in safeguarding. CWOs (Club Welfare Officer) are responsible for supporting a positive and safeguarding central environment, promoting and implementing policy, procedure and guidance, acting as the first point of contact for concerns, and linking with the national governing body. Clubs have a duty of care to everyone engaging in their activities and need to ensure that U18s and adults at risk are in a safe and welcoming space, ensuring you have a visible CWO is one step to achieving this.

Clubs are advised to ideally have two Club Welfare Officers, with at least one not holding a coaching position or being related to a coach at the club. More information on Club Welfare Officers and their role can be found on the BE website.

BASKETBALL ENGLAND SAFEGUARDING TEAM

Every sports organisation should designate a person to promote the welfare of children within the sport. The role of the Safeguarding Team includes managing the DBS (DBS) process, coordinating the dissemination of relevant policy, procedures & resources as well as supporting Club Welfare Officers in their roles.

The Safeguarding Team also provides support for the Case Management Group as well as managing cases of poor practice/abuse within the sport. This includes being the central point of contact for enquiries such as from the complainants, LADO, Children's Social Care and the Police.

BASKETBALL ENGLAND CASE MANAGEMENT GROUP

The purpose of the Case Management Group is to ensure decisions relating to safeguarding children are reached following a fair, open and transparent process. The group comprises a minimum of three people, with the exact membership determined by the nature of the case and availability of members. The group may call upon whatever professional input they feel is required.

STATUTORY AGENCIES

Children's Social Care (previously known as the Social Services) have a duty to ensure the welfare of children and a legal responsibility to make enquiries where a child in their area is considered to be at risk of, or actually suffering from, significant harm. Where an allegation relates to a crime against a child, the Police and Children's Social Care will work together to investigate. When there is a concern surrounding a person in a position of trust the LADO is involved throughout to ensure information is shared with those who need to know.

LOCAL AUTHORITY DESIGNATED OFFICER (LADO)

The LADO works within Children's Services and will be involved in coordinating information sharing in cases in which it is alleged that a person who works with children (including as a volunteer) has:

- Behaved in a way that has harmed or may have harmed a child.
- Possibly committed a criminal offence against children or related to a child.
- Behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

Ideally their contact details should be recorded within the clubs child protection policy and procedures to ensure they are accessible to all club members if needed. Where someone has concerns relating to anyone who holds a position of trust or responsibility with young people, these should be discussed with the LADO.

SAFEGUARDING PARTNER (SP)

Following 'Working Together 2018' Local Safeguarding Children Boards (LSCBs) have been replaced by "safeguarding partners."

Under the new legislation, three safeguarding partners (local authorities, chief officers of police, and clinical commissioning groups) must make arrangements to work together with relevant agencies (as they consider appropriate) to safeguard and protect the welfare of children in the area. The geographical footprint for the new arrangements is based on local authority areas. Every local authority, clinical commissioning group and police force must be covered by a local safeguarding arrangement.

- The 3 safeguarding partners should agree on ways to co-ordinate their safeguarding services; act as a strategic leadership group in supporting and engaging others; and implement local and national learning including from serious child safeguarding incidents.
- To fulfil this role, the three safeguarding partners must set out how they will work together and with any relevant agencies.
- All 3 safeguarding partners have equal and joint responsibility for local safeguarding arrangements.

ALLEGATIONS OF NON-RECENT ABUSE

Allegations of abuse may be made some time after the event (e.g. by an adult who was abused as a young person but felt unable to say anything at the time). Where such an allegation is made, the club must follow the reporting procedures because other children, either within or outside sport, may still be at risk from the person under consideration.

BASKETBALL IN SCHOOLS

When delivering activities in a school or directly under the supervision/management of school staff, the school's arrangements for child protection will apply. You must inform the designated teacher or person for that school, who will follow the Local Safeguarding Children Board (LSCB) procedures. You should also ensure that you inform your Club Welfare Officer who will need to make the Basketball England Safeguarding Team aware of the situation.

THE SUBJECT OF ALLEGATIONS OUTSIDE OF BASKETBALL

If a person with a role in basketball is the subject of relevant allegations outside of the basketball environment, for example through their job as a teacher, Basketball England may still be informed by the statutory services even if the allegations do not directly involve basketball. This is to ensure that the welfare of young people remains the paramount concern. An individual may be suspended from their role in basketball whilst the investigation is conducted – this should be seen as a neutral act to protect all involved.

USEFUL LINKS:

1. Role of the Club Welfare Officer
   www.basketballengland.co.uk/media/14566/club-welfare-officer-july- 2021.pdf

2. Recruitment of Staff and Volunteers
   www.basketballengland.co.uk/media/14552/be-safer-recruitment-guidance.pdf

3. DBS Disclosures and ISA (Independent Safeguarding Authority) Registration www.basketballengland.co.uk/safeguarding/dbs-checks/

4. Guidelines for the Use of Photography
   www.basketballengland.co.uk/media/14565/photography-video-guidance-june- 2019.pdf

5. Parent-Coach Relationship
   www.basketballengland.co.uk/media/14560/coach-and-parent-conflict-10921.pdf

6. Overnight Trips Travel Checklists
www.basketballengland.co.uk/media/14564/overnight-trips-toolkit-july- 2021.pdf

7. Managing Challenging Behaviour
www.basketballengland.co.uk/media/14563/managing-challenging-behaviour- guidelines.pdf

8. Anti-Bullying
www.basketballengland.co.uk/media/14916/anti-bullying-charter-november-2021-new- branding.pdf

9. Appropriate Communications Guidance for Clubs
www.basketballengland.co.uk/media/14557/appropriate-communication-july- 2018.pdf

10. Good Practice When Working with Schools
www.basketballengland.co.uk/media/14561/good-practice-for-linking-with- schools.pdf

11. Physical Contact
Physical contact and young people in sport | CPSU (thecpsu.org.uk)

12. Case Management (Process identified below)
www.basketballengland.co.uk/media/17695/case-management-policy-may-2022.pdf

13. Whistle Blowing
www.basketballengland.co.uk/media/14503/whistle-blowing-policy-sept-2020.pdf

14. Code of Ethics and Conduct
www.basketballengland.co.uk/media/12671/code-of- ethics.pdf

ESSENTIAL CONTACTS

ORGANISATION	CONTACT DETAILS	WEBSITE
BASKETBALL ENGLAND	**0300 600 1170** **SAFEGUARDINGBASKETBALL@BASKETBALLENGLAND.CO.UK**	**BASKETBALLENGLAND.CO.UK**
CHILDLINE	**0800 1111**	**CHILDLINE.ORG.UK**
NSPCC	**0808 800 5000**	**NSPCC.ORG.UK**
CPSU	**0116 636 65580**	**THECPSU.ORG.UK**
LOCAL CONTACTS – COMPLETE FOR YOUR CLUB/AREA		
Mersey Mavericks Safeguarding Team	- **Sam Bannon** - **EmmaJane Langton** - **Marie Lavery** **merseymavericksafeguarding@outlook.com**	
LADO	Mark Goddard LADO & Risk Manager: 0771 6702034 Pauline Trubshaw Deputy LADO: 0784172 7309 LADO: lado@liverpool.gov.uk	
POLICE	**IN EMERGENCY DIAL 999.**	
CHILDREN'S SOCIAL CARE	Careline: 0151 233 3700	