



Child Protection Policy

Introduction

1. The Welfare of the child is paramount
2. All children, whatever age, culture, disability, gender, language, racial origin, religious beliefs have the right to protection from abuse.
4. All suspicions and allegations of abuse will be taken seriously and responded swiftly and appropriately.
5. All staff working in paintball have a responsibility to report concerns to the day manager.
6. Staff are not trained to deal with situations of abuse nor decide if abuse has occurred

Policy Statement

Skirmish has a duty of care to safeguard all children involved in paintball from harm. All children have a right to protection. Skirmish will ensure the safety and protection of all children involved in paintball through adherence to the child Protection Guidelines adopted by Skirmish.

Policy Aim

The aim of skirmish's child protection policy is to promote good practice.

1. Provide children with appropriate safety and protection whilst playing paintball.
2. Allow staff to make informed and confident responses to specific child protection issues.

Good Practice Guidelines

1. Always working in an open environment
2. Treating young people with respect and dignity
3. Always putting the welfare of each young person first, before winning or achieving goals
4. Maintaining safe and appropriate distance from players.
5. Making sport fun, enjoyable and promoting fair play.
6. Ensuring that if any form of manual/physical support is required it should be provided openly and according to guidelines provided by Skirmish. Young people should always be consulted with their agreement.
7. All staff are trained in good practice.
8. Giving enthusiastic and constructive feedback rather than negative criticism.



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Practice to be avoided

The following should be avoided except in emergencies. If cases arise where the situation is unavoidable they should only occur with the full knowledge of the day manager. (When an injury has occurred)

1. Avoid spending excessive amounts of time alone with children away from others

Practice Never to be sanctioned

1. Encourage rough, physical or sexual provocative games, including horse play.
2. Allow or engage in any form of inappropriate touching
3. Allow children to use inappropriate language
4. Make sexually suggestive comments to a child
5. Reduce a child to tears as a form of control
6. Allow allegations made by a child to go unchallenged
7. Do things of a personal nature for a child that they can do for themselves.

If any of the following should occur you should report this immediately to the day manager or colleague

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

Recruitment and Selection of Staff

Skirmish recognises that anyone may have the potential to abuse children in some way. All reasonable steps are taken to ensure unsuitable people are prevented from working with children.



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Responding to suspicious allegation

It is not the responsibility of anyone working at Skirmish to take responsibility or to decide whether or not child abuse has taken place. However there is a responsibility to act on any concerns through contact with the appropriate authorities.

Skirmish will assure all staff that it will support and protect anyone, who in good faith reports his or her concern that a colleague is or may be abusing a child.

Where there is a complaint against a member of staff there may be three types on investigation

1. A criminal investigation
2. A child protection investigation
3. A disciplinary or misconduct investigation

Suspected Abuse

The Day Manager will refer the allegation to the social services department who may involve the police or go directly to the police if out of hours.

Confidentiality

Every effort should be made to ensure confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis.

1. The parents of the person who is alleged to have been abused.
2. The person making the allegation.
3. The social services/ police.

Internal Enquiries and Suspension

The Owner/ day manager will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social service enquiries.

Allegations of Previous Abuse

Allegations of abuse may be made some time after the event. Where such event Skirmish will follow procedure as detailed above and report the matter to the police and social services.



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Action if Bullying is suspected

The same procedures should be followed as set out in the section relating to responding to suspicions or allegations.

Action to help the Victim and prevent bullying in Sport

1. Take all signs of bullying seriously
2. Encourage children to speak and share their concerns
3. Investigate all allegations and take action to ensure the victim is safe.
4. Keep records of what is said
5. Report any concerns to the day manager.

Action Towards the Bully (ies)

1. Talk with the bully and explain the situation and try to get the bully to understand the consequences of their behavior. Seek an apology to the victim
2. Inform the bullies parents
3. Encourage and support the bully to change behavior.
4. Impose sanctions as necessary.
5. Keep written record of action taken