**London Lacrosse Club Ltd**

**SAFEGUARDING POLICY**

**2024**



1. **INTRODUCTION**

**London Lacrosse Club Ltd 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 all our staff.**

1.1 London Lacrosse Club Ltd defines its staff as all individuals, clubs, associations involved in any capacity in the club whether or not they are members of London Lacrosse Club Ltd. For the avoidance of doubt, this includes all players and anyone working within the club (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 as part of the club.

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 a ‘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. If 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 London Lacrosse Club Ltd. The Safeguarding Policy sits alongside all other London Lacrosse Club Ltd policies and regulations including but not limited to, the Code of Ethics and Behaviour. Adherence to the Safeguarding Policy will be managed through the Director of London Lacrosse Club Ltd.

1. **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 London Lacrosse Club Ltd regarding safeguarding young people and certain general principles and specific guidance that should be followed by London Lacrosse Club Ltd

2.2 London Lacrosse Club Ltd staff should be aware of, and ensure compliance with London Lacrosse Club Ltd’s Safeguarding Policy and other relevant good practice guidance relating to young people, including:

* Safe Recruitment Policy
* Reporting Procedures
* Codes of Conduct
1. **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 London Lacrosse Club Ltd’s reporting procedures are compliant with the framework as detailed in the ‘Working together to Safeguard Children 2016’.

3.3 London Lacrosse Club Ltd is committed to maintaining and embedding safeguarding within the club.

1. **POLICY OBJECTIVES**

4.1 London Lacrosse Club Ltd will publicise and promote its Safeguarding Policy amongst all its staff.

4.2 London Lacrosse Club Ltd is committed to provide access to appropriate advice and support, ensuring that concerns relating to the safety and welfare of young people in London lacrosse are taken seriously and acted upon swiftly and appropriately.

4.3 London Lacrosse Club Ltd 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. London Lacrosse Club Ltd is committed to complying with the procedures of the Local Safeguarding Children Boards (LSCBs). Accordingly, London Lacrosse Club Ltd will work cooperatively with the relevant statutory agencies on matters relating to safeguarding young people and where London Lacrosse Club Ltd receives report of a concern, it will refer the matter to the relevant statutory agency where appropriate.

4.4 London Lacrosse Club Ltd 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. London Lacrosse Club Ltd 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 London Lacrosse Club Ltd.

1. **GENERAL PRINCIPLES**

**The following general principles regarding safeguarding and protecting young people will be applied by London Lacrosse Club Ltd and should be applied by everyone in London Lacrosse Club Ltd.**

5.1The 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.

* 1. 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.
	2. The rights, dignity and worth of all young people should always be respected
	3. 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.
	4. Statutory agencies have a role in safeguarding young people and information should be shared with them as appropriate.
	5. The Safeguarding Policy is only effective when London Lacrosse Club Ltd works in partnership to support and implement, monitor, and evaluate its progress.
	6. 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.



1. **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 prac**t**ice 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

1. **LONDON LACROSSE CLUB LTD COMMUNITY RESPONSIBILITES**

**Everyone within London Lacrosse Club Ltd must also comply with the following specific guidance:**

* 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.

* 1. Seek advice from England Lacrosse Lead Safeguarding Consultant when dealing with issues or concerns that are more complex than first perceived
	2. Follow England Lacrosse reporting procedures where there are concerns relating to the safety or welfare of young people.
1. **FURTHER INFORMATION**

8.1 London Lacrosse Club Ltd documents and guidance

**The following information can be requested at** **info@londonlaxstars.com**

**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.**

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| **Local Safeguarding Children Board (LSCB)** |
| **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** |

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| **The Police** |
| **Uphold the law, prevent crime and disorder, and protect citizens** |

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| **Children’s Social Care** |
| **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** |

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