



## **ENGLAND BOXING SAFEGUARDING POLICY**

### **SAFEGUARDING IN BOXING**

The Board of Directors is committed to ensuring that the appropriate safeguards and cultures are developed throughout our sport to ensure that children and young people flourish.

The welfare of young athletes is of paramount importance to England Boxing. The development of the sport relies on boxing being a safe, encouraging and enjoyable environment for children.

We all have an essential role to play in safeguarding children. Everyone within our sport is responsible for ensuring that the safeguarding of children and young people is prioritised, so that every child and young athlete has the opportunity to train and box within a positive and safe environment and to fulfil their true potential. If you are an athlete, coach, parent or volunteer this safeguarding policy will help you to protect children from harm and to achieve those aims.

All of England Boxing's coaching, officiating and team management courses cover the principles set out within this policy. This guarantees that the sport as a whole develops an understanding of the importance of safeguarding issues and ensures that those at the heart of the sport are aware of the pathways of help and advice if a safeguarding concern is raised.

If a safeguarding concern is raised, appropriately trained and qualified people within England Boxing act immediately to assess any concerns and when appropriate work closely with statutory agencies and the police, to ensure children and young people are protected from harm. We have robust procedures in place to effectively deal with safeguarding concerns.

Safeguarding in sport is a developing and evolving area. England Boxing is determined to apply today's 'best practice'. The promotion of better safeguarding practice is both good for the sport and the children that are drawn to it, by its challenges, variety and timeless appeal.

This Policy was first created in October 2020. It will be subject to full review every three years (or earlier if there is a change in national legislation) from the date of creation.

*The Board of England Boxing*

## **POLICY STATEMENT**

England Boxing is committed to safeguarding and promoting the welfare of children involved in our sport. All children and young people must be valued and treated with equality and fairness, regardless of their age, gender<sup>1</sup>, race, colour, nationality, ethnic or national origin, ability, disability, religion or belief or sexual identity. Every child should be able to participate in boxing in a safe, friendly and enjoyable environment. Safeguarding is everyone's responsibility. This policy applies to all involved in boxing in England.

## **KEY SAFEGUARDING PRINCIPLES**

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|--------------------------|---|
| Welfare of the child:    | The welfare of the child is paramount. Children and young people will be protected from maltreatment and their wellbeing promoted. Boxing for children must be conducted in a safe environment and positive and encouraging atmosphere, free from abuse and poor practice.                        |
| Needs of the child:      | Every child and young person is unique. Their boxing experience should be tailored to their individual needs, to ensure they fulfil their individual potential.   |
| Integrity and fair play: | Every child and young person must be treated with integrity and respect. The relationship between adult, whether coach, volunteer, carer or otherwise, must at all times be one of honesty and respect. Boxing should be conducted according to the rules, with respect for opponents and others. |

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<sup>1</sup> Including gender reassignment

Policies and procedures: This policy and related procedures will be widely promoted and are mandatory for everyone involved in boxing. All allegations of abuse and safeguarding issues will be treated seriously and investigated and pursued according to England Boxing's safeguarding procedures.

Working in partnership: England Boxing considers working in partnership with other organisations, and with children and their parents/ carers essential. England Boxing is committed to working in partnership with the police, social care departments, and other bodies in accordance with statutory guidance<sup>2</sup>.

## **SAFEGUARDING ISSUES**

Safeguarding issues can arise in a myriad of ways, places and contextual settings. The starting point is that the participation of children and young people in the sport of boxing must be enjoyable and safe. Any behaviour that puts at risk the welfare of a child is a safeguarding issue. Such behaviour may occur at home, in the gym, while travelling by car or at a tournament. It may be perpetrated by a friend, a family member or by a stranger, by an adult or another child. It may involve direct contact or be online. It is impossible to compile an exhaustive list of behaviour, which gives rise to safeguarding concerns. It may fall into one of the four main types of abuse:

Physical abuse: It may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child.

Sexual abuse: Forcing or enticing a child or young person to take part in sexual activities, which may involve physical contact, including assault by penetration or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact or online 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 is perpetrated by males, females and by children. Child Sexual Exploitation is a form of sexual abuse in which children are sexually exploited (involving contact or non-contact such as online) for money, power or status.

Emotional abuse: The persistent emotional maltreatment of a child such as to cause severe

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<sup>2</sup> Working Together to Safeguard Children 2018, as amended.

and persistent adverse effects on the child's emotional development. 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 involve bullying, cyber bullying, causing children frequently to feel frightened or in danger, or the exploitation or corruption of 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.

The four main types of abuse are not exhaustive and there is often overlap between them. They can occur in a multitude of ways and situations. Physical and sexual abuse may be the most obvious forms to identify if witnessed. Other forms of abuse are just as prohibited but may be less obvious or more subtle. Safeguarding issues arise in relation to conduct which is not necessarily abusive.

The following are examples of conduct which give rise to safeguarding issues:

- **Bullying**, which may be physical, emotional or verbal. Bullying in boxing may involve athletes being pushed too hard by their coaches or parents; being intimidated or discriminated by others; or physical abuse or threats or bullying via social media or online.
- **Drugs and doping** - a child should never be exposed to drug taking or doping. That means the use, administration or trafficking in drugs. 'Exposure' also includes any situation where a child or young person comes into contact with or witnesses drug taking or a doping practice; or is subjected to influence or pressure to participate in drug taking or doping, or witnesses or experiences 'recreational' drug use. The positives of a 'clean sport' should be promoted.
- **Neglect** include anyone who is charged with the responsibility of care for a child during 'away from home' tournaments and who fails to adequately supervise them in so much as they misuse alcohol, drugs or participate in sexual activities.
- **Favouritism**, by giving disproportionate lavish praise and attention on one or more in a way that undermines other athletes in the group or makes anyone feel inferior. It is important to give proportionate attention to all children under the control and supervision of an adult.
- **Inappropriate training**, for example any activity in which physical training is required at a level which is too intense and fatiguing for a child or young person. In boxing this can take many forms including too frequent, hard competitive sparring, endurance or stamina training; such as over-long runs, or distance runs at a pace that causes extreme fatigue and distress; and/or excessive gym work, beyond a child's natural capacity, or with a frequency that is inappropriate for their age and physical development.
- **Mismatching opponents**, contrary to the extensive guidance and the rules for the matching of child opponents. It should be noted that such infringements of

these rules can on many occasions constitute abuse and shall be dealt with under this policy and related procedures.

- **Placing unrealistic expectations of success** upon a child beyond their natural ability which can be developed by training and coaching. Any adult with responsibility in this area should be aware of a child's imitations and be realistic about the goals that a child should be and is set.
- **Inappropriate communication**, which may be done by email, text or by way of social media platforms. Communications between adults and children should be in accordance with England Boxing's Communication Online Safety and Social Media Guidance.
- **Filming** - The filming of children must be controlled and only carried out for a proper purpose and with the correct authority and parental/carer consent in place – in boxing authority is granted by those who issue tournament permits. Such activity should never be carried out within changing rooms, even under permit. All professional photographers must be correctly registered with England Boxing (after the appropriate DBS checks) and be in possession of a current England Boxing Photographic License – at a tournament it is the Official in Charge's responsibility to ensure this clause is adhered to. Video recording is a legitimate coaching aid. However, if it is to be used you should ensure that written parental consent has been obtained. Such films must be stored securely and handed to the child or parent or destroyed once their use is no longer justified.

Adults should be vigilant for signs, symptoms or indicators of abuse or mistreatment of children and young people. This includes such conduct away from boxing, such as at home or school.

Possible signs include but are not limited to

- Injuries for which there is no reasonable or sensible explanation.
- Child appears hungry, dirty and/or inadequately dressed.
- Child losing or gaining weight or other deterioration in wellbeing.
- Reluctance to go home or to school.

The NSPCC website is an excellent resource for more information<sup>3</sup>. Adults should be watchful for signs of inappropriate behaviour by other adults including members of the club or at tournaments.

They should be alert to inappropriate conduct by other adults such as making inappropriate sexual comments to or in the presence of children; sharing of unsuitable images; or paying disproportionate attention to a child or children beyond the requirements of their usual role or responsibilities. Particular vigilance is required to be alert to mistreatment or abuse of children vulnerable to exploitation. For

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<sup>3</sup> <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/>

example, by way of exposure or vulnerability to child sexual exploitation, extremism or other criminality such as county lines drug supply. Any behaviour that puts at risk the welfare of a child is prohibited and should be reported.

Best practice guides can be located on the Safeguarding Policies and Procedures page of the England Boxing website – [here](#).

For particular issues which can arise in the relationships between adults and children and the abuse of positions of trust particular reference should be made to England Boxing's guidance on abuse of position of trust and the Coach and Volunteer Safeguarding Guidance both on the England Boxing's website safeguarding page - <https://www.englandboxing.org/clubs/childprotection-and-safeguarding/policies-and-procedures/>

See Appendix 1 for a full glossary of terms.

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## **IMPLEMENTATION OF ENGLAND BOXING'S SAFEGUARDING POLICY AND PRINCIPLES**

This policy and those overriding principles are implemented through and by application of the following seven measures.

### **1 Safeguarding Procedures**

This policy and related procedures will be widely promoted and are mandatory for everyone involved in boxing. Failure to comply with the policy and procedures will result appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern.

### **2 Children Protection Management Structure**

- **The England Boxing Compliance & Safeguarding Manager ('CSM')**

The CSM has overall responsibility for all safeguarding, welfare and equality issues within England Boxing.



- **Regional Safeguarding Officers**

Regional Safeguarding Officers sit immediately below the CSM and have responsibility for welfare issues within their region or division. All reports of safeguarding concerns and / or poor practice recorded by divisional safeguarding officers and club welfare officers on the England Boxing safeguarding referral form (which can be found on the Child protection and safeguarding section of the England Boxing website)

should be forwarded through the regional safeguarding officer to the CSM immediately.



- **Divisional Safeguarding Officers**

Divisional safeguarding officers report to their respective divisional council and regional safeguarding officer. Their primary role will be to ensure that all clubs within their division have club welfare officers who are appropriately trained and to act as advisors to all such clubs and the divisional council. They will also report to, and act as a conduit for, their respective regional safeguarding officer.



- **Club Welfare Officers ('CWO')**

All clubs shall be deemed to have adopted the England Boxing Safeguarding Policy and Adults at Risk documents when registering annually with the England Boxing. All England Boxing member clubs must have a CWO, shall be an appointed officer of the committee. The CWO shall assist with the safeguarding and protecting of children, young persons and adults at risk in boxing and be responsible for implementing England Boxing Safeguarding Policies and Procedures within their club; and recording and monitoring of safeguarding and welfare matters within their club.

### **3 Education and Training**

England Boxing will ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people. England Boxing educates its employees, athletes, coaches, officials, club officers, members and volunteers about the importance of safeguarding children. This policy is accessible to all through its online publication. Boxing Clubs are encouraged to display prominently copies of this policy and educate their members on its contents. Adherence to this policy, these principles and England Boxing's safeguarding procedures is mandatory for all staff, coaches, officials, club officers, members and volunteers within England Boxing. Codes of Conduct should be signed by recipients and individual copies kept.

England Boxing provides training for our coaches, members and volunteers. The new safeguarding course developed by the Police Community Clubs is the latest addition to England Boxing's training program. All coaches, club welfare officers, members and volunteers working with children must undertake appropriate safeguarding training.

The key training requirements for those working with children are set on the training Safeguarding Training Requirements page of the England Boxing

website here - <https://www.EnglandBoxing.org/clubs/child-protection-and-safeguarding/safeguardingtraining-requirements/>

#### 4 Recognise and Report

Everyone, including those working with children and young people throughout England Boxing must know how to recognise safeguarding issues and how to act correctly when there is concern that a child is or may be at risk.

If any person has any concerns for the welfare of any child or young person arising from the abuse or mistreatment by a coach, volunteer or child/young person or whomsoever it must be reported immediately an England Boxing welfare officer. That includes recent and non-recent abuse. In certain cases, where the concern is grave or the risk immediate<sup>4</sup>, it may be reported to the police or to the NSPCC.

While it is not the responsibility of England Boxing staff or volunteers to decide whether or not abuse has taken place, it is their responsibility to pass on concerns to the appropriate authorities who will ensure it is dealt with pursuant to the procedures summarised in the flowchart on page 14 of this policy. If you have concerns about a child, please follow the “what to do if you have concerns about a child’s safety” guidance <https://www.EnglandBoxing.org/clubs/childprotection-and-safeguarding/what-to-do-if-you-have-concerns/>

And in these flowcharts (within boxing) [here](#) and outside boxing [here](#).

See the ‘escalation processes’ section of the “what to do if you have concerns about a child’s safety” guidance and England Boxing’s Escalation Process which will also help you if you are unhappy with the action taken by the person in authority to whom you make a referral.

For expert guidance on non-recent abuse see CPSU - <https://thecpsu.org.uk/resource-library/best-practice/responding-to-reports-of-non-recent-abuse-in-sport/>

#### Whistleblowing

If as a member of staff, a coach or other volunteer, you become aware that a member of staff, a coach or other volunteer is or may have mistreated a child or young person children, you must inform an appropriate person, in confidence if necessary. That person could be a club, divisional or regional safeguarding officer or the Compliance & Safeguarding Manager.

In an urgent or serious case, you must contact the police, the children’s social care services or the NSPCC. All these agencies are experienced in such matters and you can be confident that the concerns will be addressed in a professional way. The NSPCC whistleblowing hotline is free, anonymous and a source of wise

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<sup>4</sup> For example, the child is with the suspected abuser.



advice – 0800 028 0285. See also “England Boxing Child Protection Policy: whistleblowing – a Guide” on the website - [here](#)

## **5 Confidentiality and Information Sharing**

England Boxing recognises that information sharing is essential for effective safeguarding and promoting the welfare of children and young people. Since the welfare of the children and young people is paramount it is sometime necessary or appropriate to share information. However, England Boxing ensures that confidential, detailed and accurate records of all safeguarding concerns are

- Maintained and securely stored.
- Accessed and processed securely.
- Shared securely and appropriately.

England Boxing complies with Government guidance on information sharing and the in particular the 7 golden rules. These 7 rules and further guidance is provided in the England Boxing “Confidentiality and Information Sharing” document, available on England Boxing’s Safeguarding Policies and Procedures website page.

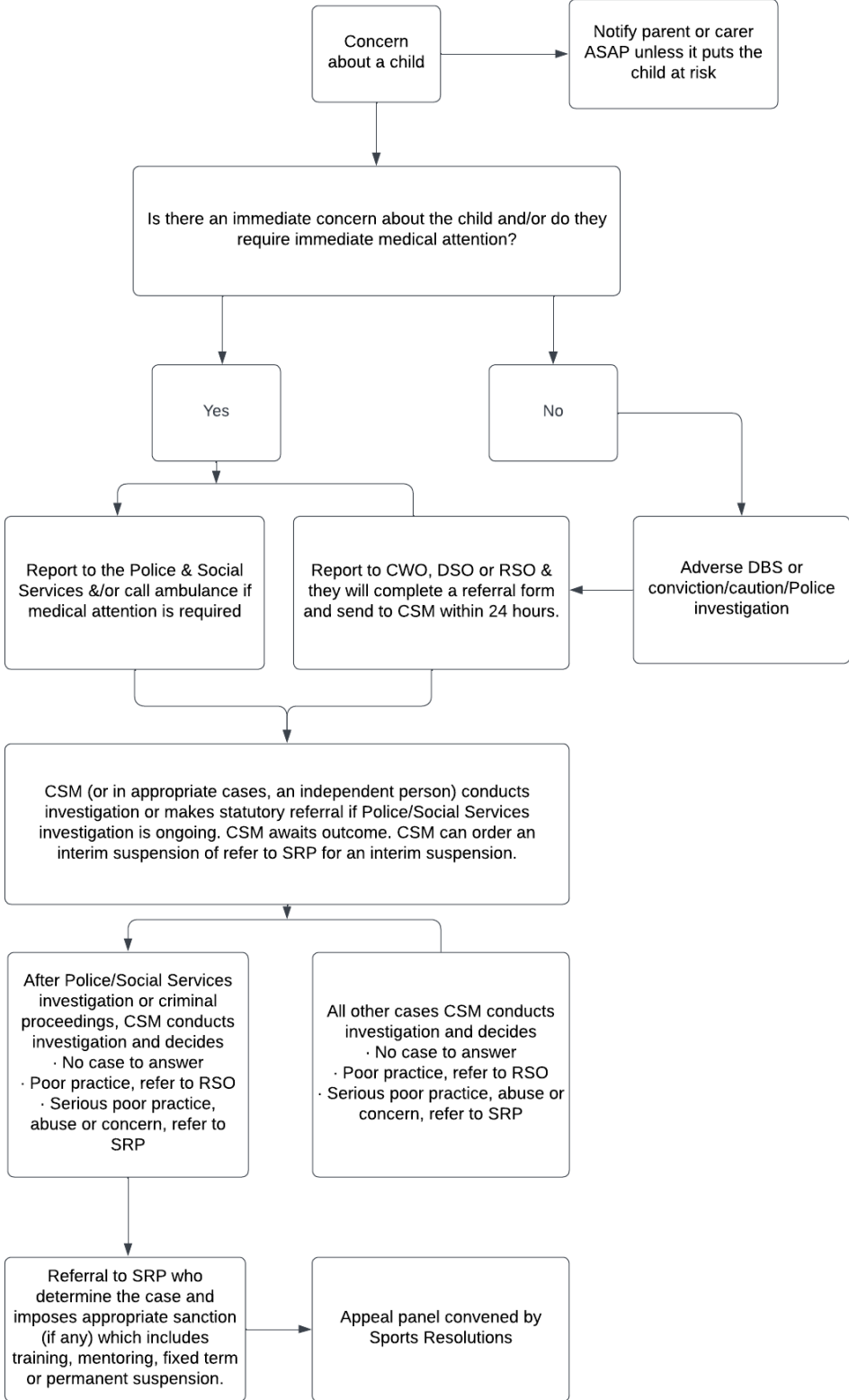
There is a flowchart summarising the correct approach in Appendix 3.

## **6 Prevention**

This policy and the supporting documentation on England Boxing’s Safeguarding Policies and Procedures website page helps all to identify areas of risk. It outlines some of the key areas in the boxing environment that members, coaches, staff and volunteers should be aware of.

England Boxing takes all reasonable steps to prevent the employment/deployment of unsuitable individuals by seeking to identify individuals who may pose a risk to children. It conducts rigorous checks through the Disclosure and Barring Services (DBS). The DBS procedure is set out in England Boxing’s Safeguarding Procedures available on the dedicated page of the England Boxing website page, [here](#) and flowchart [here](#).

# REPORTING ROCEDURE



**Note: This reporting procedure applies to all, including staff, coaches and volunteers. It concerns both recent and non-recent abuse or mistreatment of a child.**

**Key**

CSM – Compliance & Safeguarding Manager

RSO – Regional Safeguarding Officer

DWO – Divisional Safeguarding Manager

CWO – Club Welfare Officer

SRP – Safeguarding Review Panel

## APPENDIX 1: GLOSSARY OF TERMS

Abuse	A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children <sup>5</sup> .
Adult	Any person eighteen years of age and over.
Child/young person	A person under the age of eighteen years.
Child in need	a child who (1) needs local authority services to achieve or maintain a reasonable standard of health or development (2) needs local authority services to prevent significant or further harm to health or development and or (3) is disabled.
Criminal exploitation	Where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology. An example is county lines drug supply, where gangs and organised criminal networks use dedicated mobile phone lines or other form of 'deal line' to deal illicit drugs. They are likely to exploit children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence (including sexual violence) and weapons.
Emotional abuse	<p>Persistent emotional maltreatment of a child such as to cause severe and persistent 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 insofar 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.</p> <p>It may feature age or developmentally inappropriate 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 participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another.</p>

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<sup>5</sup> This and other definitions taken from *Working Together to Safeguard Children, 2018*, as amended

It may involve serious bullying (including cyber bullying), 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, though it may occur alone.

Extremism	Extremism is vocal or active opposition to fundamental British values, including the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.
Neglect	<p>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 as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:</p> <ul style="list-style-type: none"> <li>(a) Provide adequate food, clothing and shelter (including exclusion from home or abandonment);</li> <li>(b) Protect a child from physical and emotional harm or danger;</li> <li>(c) Ensure adequate supervision (including the use of inadequate caregivers); and</li> <li>(d) Ensure access to appropriate medical care or treatment.</li> </ul> <p>It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>
Non-recent abuse	Disclosure of abuse that was perpetrated in the past.
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.
Radicalisation	Radicalisation is the process by which a person comes to support terrorism and/or forms of extremism.
Safeguarding	The process of protecting children (and adults at risk) to provide safe and effective care. This includes all procedures designed to prevent harm to a child <sup>6</sup> .

## APPENDIX 2: WHAT TO DO IF A DISCLOSURE FROM A CHILD IS MADE TO YOU

**Occasionally a child may disclose abuse themselves directly to an adult they trust. Where this does happen, the following should be considered:**

- Note the child's name, date of birth and address

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<sup>6</sup> <https://thecpsu.org.uk/help-advice/introduction-to-safeguarding/what-is-safeguarding>

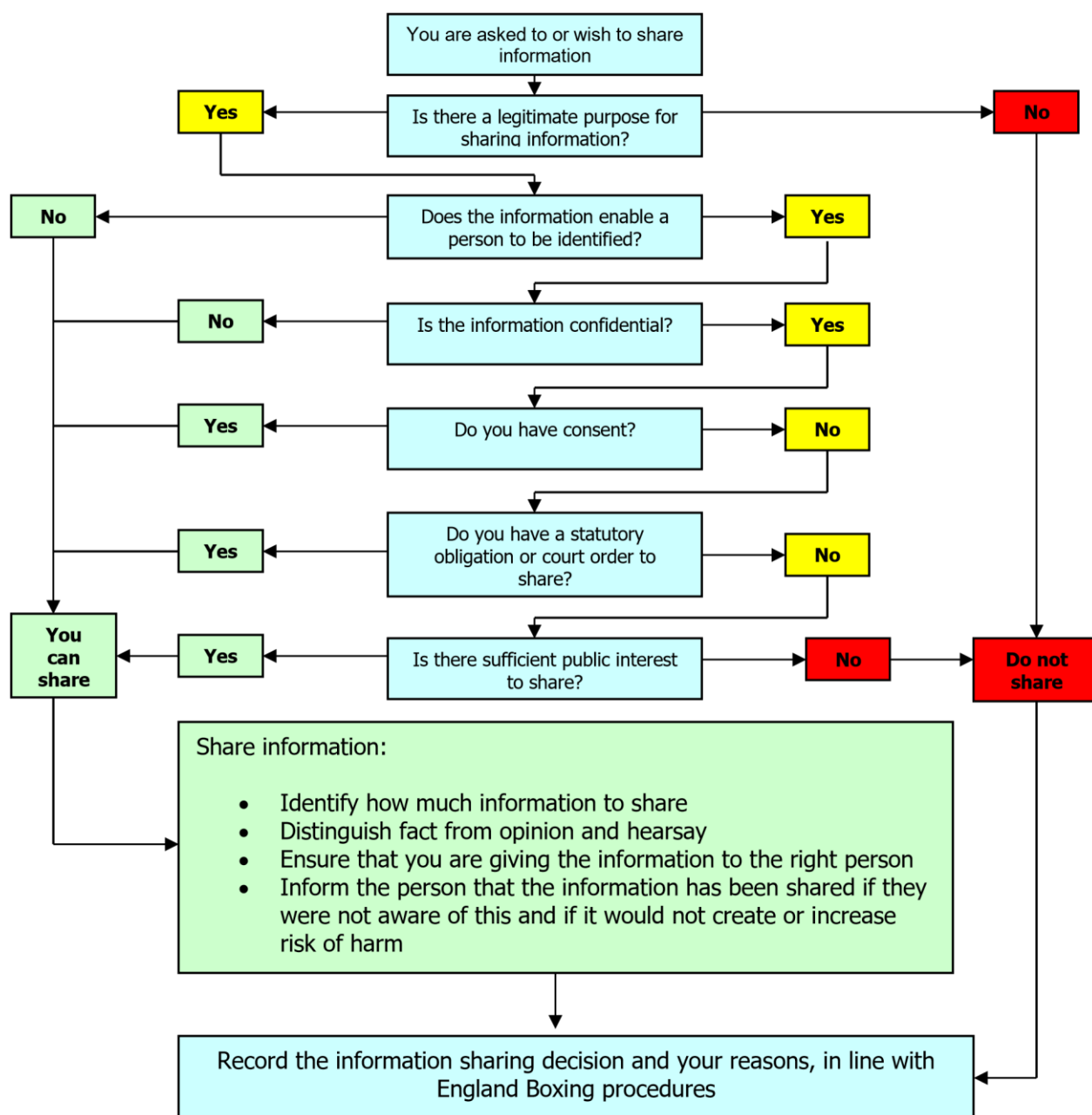
- Do not pre-judge what you are told and never say that you do not believe what the child or young person says.
- Assure the child or young person that telling you is the correct thing to do.
- Assure the child or young person that they are not to blame.
- Do not continue to question the child or young person beyond confirming what they have said or seeking any necessary clarification. Only ask open non-leading questions (questions which do not suggest an answer) or 'TED' questions (those which ask the child to tell, explain and describe).
- Do not make promises to the child or young person that you cannot keep, for example promising absolute confidentiality, as any disclosure will be referred on and other appropriate agencies may be involved.
- Do not take action against anyone mentioned in such disclosures and never against an alleged perpetrator.
- If appropriate, take details of any injuries.
- In cases of immediate danger or threat, the emergency services should be called. Consider whether the NCPCC should be called.
- In normal circumstances the referral to an outside agency will be carried out by the CSM. However, in cases of emergency and in liaison with either the regional or divisional safeguarding officer and/or the CSM, the club welfare officer must contact the relevant agency (police or social care services)
- The CSM may also refer a case to the local authority where the child is or may be a 'child in need'.
- In all circumstances for avoidance of doubt guidance should always be sought from the divisional / regional safeguarding and/or the CSM.
- Keep a written record of your concern, and of how, when and to whom you reported it.

Note also that early help service exists to provide support to a family when a problem first emerges. It can be provided at any stage in a child or young person's life. Further information can be found here - <https://learning.nspcc.org.uk/safeguarding-child-protection/early-help-earlyintervention>

For further guidance see England Boxing's "what to do if you have concerns about a child's safety" [here](#)

## APPENDIX 3: CONFIDENTIALITY AND INFORMATION SHARING FLOWCHART

### England Boxing Principles for Information Sharing



Always seek advice from your divisional or regional safeguarding officer or the England Boxing Compliance & Safeguarding Manager if you are not sure what to do at any stage and ensure that the outcome of any discussion is recorded

## APPENDIX 4: USEFUL CONTACT INFORMATION

The following non-exhaustive list of websites and contact telephone numbers which may be useful:

ENGLAND BOXING: Compliance & Safeguarding Manager – Paul Smith 07590 600001

See EB website for details of Regional Safeguarding Officer.

NSPCC Helpline 0808 800 5000 [www.nspcc.org.uk](http://www.nspcc.org.uk)

NSPCC CPSU [www.thecpsu.org.uk](http://www.thecpsu.org.uk) 0116 234 7278

Childline

Studd Street, London N1 0QV Tel: 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

Department of Health Consultancy Service

Room 133, Department of Health, Wellington House, 133-135 Waterloo Road, London DE1 8UG.

Disclosure and Barring Service

DBS customer services

PO Box 3961

Wootton Bassett

SN4 4HF 03000 200 190

[www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service)

Data Protection [www.legislation.gov.uk](http://www.legislation.gov.uk)

**IF YOU ARE NOT SURE WHAT TO DO**

Advice can be obtained by telephoning the NSPCC helpline on: 0800 800500 or

Contact England Boxing on 0114 2235654



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Version: 2.1	Board	Date: 28 March 2023

Review Schedule		
<i>Date of Review</i>	<i>Version</i>	<i>Summary of Changes</i>
28 March 2023	2.1	Updated and reviewed