



## Safeguarding and Protecting Young People in Squash Policy and Procedures

These are mandatory for all players and members (staff and volunteers) of England Squash. All members must note that there are clear prohibited practices, which must not be breached. If there is a breach of the prohibited practice or codes of conduct, this should be reported to the committee of ASRC.

All incidents reported will be taken seriously and managed within the Complaints and Disciplinary Procedures in accordance with the regulations of the game.

(see Taking Action section)

### Disciplinary Procedure

**The willing and active co-operative of all members, of squash & racketball volunteers, parents/carers, players and coaches in accepting certain standards is essential if the status of squash & racketball activities are to be raised in England. The procedures detailed below will be used in the handling of all disciplinary matters concerning squash & racketball members, volunteers, players, parents and coaches acting under the umbrella of England Squash.**

The exact nature of the offence will determine the appropriate course of action in any particular situation. All individuals will be treated impartially and no acts of favouritism or discrimination will be permitted.

- An individual will render himself/herself liable to disciplinary action if the Code of Conduct or Prohibited Practice is breached.
- The individual will be informed of the nature of the breach as laid against him/her as soon as possible and will have the opportunity and the right to state their case before any decision regarding the appropriate disciplinary action is taken. Relevant timescales will be enforced and the individual informed of these.
- When the facts have been established and responsibility is clear, disciplinary action can comprise of one of the following:
  - a) verbal warning
  - b) written warning
  - c) termination of status with England Squash

## Coaches Code of Conduct

The Coaches Code of Conduct applies to all coaches in squash & racketball at every level within the game. If the code is breached and reported, all complaints and allegations will be acted upon accordingly.

### Coaches Will:

- Remember that players participate for pleasure and winning is part of the fun
  - Operate within the rules and spirit of squash & racketball and teach players to do the same
  - Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players
  - Obtain appropriate qualifications and keep up to date with the latest coaching practices and developments
- Coaches should be adequately protected with **Third Party Insurance**, which covers them if a player is injured while in their charge*

*If they have other coaches who work under their direction or take work for them in their absence, they should be protected with adequate **Employers Liability Insurance***

- Avoid over playing of the best players by using a squad system
  - Ensure there is appropriate and correct supervision of players on and off the court
  - Be aware of and abide by England Squash Safeguarding and Protecting Young People Policy, Procedures and Guidelines
  - Be a positive role model
  - Provide positive feedback to all players during training and matches
  - Respect all referees decisions and ensure players do the same
  - Coaches shall refrain from public criticism of fellow coaches in the Association.
- Public in this context means criticism expressed in any branch of the media or in a lecture or seminar. Any such criticism of a fellow member will be regarded as a prima facie breach of this code and may be subject to disciplinary action*
- A coach is responsible to both players and fellow coaches and should not under any circumstances solicit away business from any other coach or club
  - A coach should ensure that any advertising is accurate and professionally restrained. Permission to display advertising should be sought from any other coaches at the same club
  - A coach should communicate and co-operate with medical and ancillary practitioners in the diagnosis, treatment and management of their player's medical and psychological problems
  - Treat everyone equally regardless of age, ability, gender, race, religion, ethnic origin, social status or sexual orientation and accept that everyone has the right to be protected from abuse
  - Respect the rights, dignity and worth of every person within the context of squash & racketball
  - Report any concerns in relation to a young person, follow reporting procedures laid down by England Squash
  - A coach should not condone any form of discrimination or allow it to go unchallenged

### **Prohibited Practice - Coaches Will NOT:**

- Spend time alone with young people away from others
- Take young people to their home where they will be alone with them
- Invite or allow young people to stay at your home
- Transport young people in their car alone
- Transport children if they are an unregistered driver (see Good Practice – Transport section)
- Engage in rough, physical or sexually provocative games with young people.
- Share a room with a young person
- Allow or engage in any form of inappropriate physical touching or sexual contact or behaviour
- Use or allow young people to use inappropriate language unchallenged
- Make sexually suggestive comments to a young person, even in fun
- Engage in any form of sexually related contact with a young player<sup>1</sup>. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms
- Allow allegations made by a young person to go unchallenged, unrecorded or not acted upon
- Do things of a personal nature for young people that they can do for themselves, unless you have been requested to do so by the parents/carer. *(It is recognised that some young people will always need help with things such as lace tying and it is also recognised that this does not preclude anyone attending to an injured/ill young person or rendering first aid)*
- Depart the squash club or agreed rendezvous point until the safe dispersal of all young people is complete
- Cause an individual to lose self-esteem by embarrassing, humiliating or undermining the individual
- Treat some young people more favourably than others
- Agree to meet a young person on their own on a one to one basis
- Ridicule or shout at a player/team for making a mistake or not winning
- Expose players to extreme heat or cold or unacceptable risk of injury
- Smoke while working/participating in a squash & racketball environment
- Consume alcohol or illegal substances while working/participating in a squash & racketball environment
- Use foul, sexist or racist language or gestures at any time
- Condone behaviour that contravenes the codes of conduct/prohibited practice
- Use illegal or dangerous tactics
- Give young people alcohol, cigarettes or drugs when they are under the care of the National Governing Body, County or Club

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<sup>1</sup> In accordance with the Positions of Trust within the Sexual Offences Act and England Squash Safeguarding and Protecting Young People in Squash & Racketball Policy

## Player Code of Conduct

### **Who does this apply to?**

The Players Code of Conduct applies to all individuals who participate in squash & racketball as a player (under the age of 18 years) at every level. If the code is breached and reported, all complaints and allegations will be acted upon accordingly.

### **Players will:**

- Treat everyone equally regardless of age, ability, gender, race, religion, ethnic origin, social status or sexual orientation and accept that everyone has the right to be protected from abuse
- Respect the rights, dignity and worth of every person within the context of squash & racketball
- Know and abide by the rules of the game
- Accept the referees decision without question or complaint (let the captain or coach ask the necessary questions)
- Avoid violence and rough play
- Help injured players and opponents where appropriate
- Keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late
- Players must wear suitable kit including England Squash & Racketball approved eye protection for training and match sessions, as agreed with the coach
- Players must pay any fees for training or events promptly

### **Prohibited Practice – Players will NOT**

- Smoke on club premises or whilst representing the club at competitions
- Consume alcohol or illegal substances of any kind on the club premises or whilst representing the club
- Use foul, sexist or racist language or gestures at any time
- Condone behaviour that contravenes the codes of conduct or prohibited practice
- Use illegal or dangerous tactics

### **National Academy Squad Members**

The Players code of conduct applies to all National Academy Players and in addition:

### **Players will**

- Keep their Player Log up to date
- Adhere to and commit to the programme's coaching philosophy
- Be an active, participating and contributing member of the squad
- Participate in any National Squad Training – screening / fitness testing / strength and conditioning programme
- Arrive on time and stay for the whole of the squad sessions
- Be 100% fully fit and healthy when attending squads

- Report injury or illness or any performance related issues prior to squad
- Participate in 'training squads'
- Be willing to work and learn / showing progress and development in own game.
- Contribute to all squad activities
- Demonstrate respect to other squad members
- Be involved in group time for promotional activities by England Squash & Racketball
- Demonstrate respect towards staff/clubs/hotel rules and regulations

**Players will not:**

- Use any mobile phone at squad sessions

## Parents Code of Conduct

### **Who does this apply to?**

The Parents Code of Conduct applies to all parents at any squash & racketball match or training session at every level within the game. If the code is breached and reported, all complaints and allegations will be acted upon accordingly.

### **Parents will:**

- Focus on the child's efforts and enjoyment rather than winning or losing
- Encourage young people to play and not force them
- Provide positive verbal feedback in both training and matches
- Encourage players to participate within the rules and regulations of the game
- Applaud good performance and efforts from all individuals and teams
- Congratulate all participants on their performance regardless of the game's outcome
- Leave the coach to communicate with individual players during matches
- Respect the decisions of officials and teach children to do the same
- Respect referees, officials, coaches, players and spectators
- Inform the team coach or manager of any injury, health or welfare issue that it is felt appropriate for them to know
- Remember that children participate in sport for their enjoyment, not the parents
- Treat everyone equally regardless of age, ability, gender, race, religion, ethnic origin, social status or sexual orientation and accept that everybody has the right to be protected from abuse
- Respect the rights, dignity and worth of every person within the context of squash & racketball
- Report any concerns in relation to a young person, follow reporting procedures laid down by England Squash & Racketball
- A parent should not condone any form of discrimination or allow it to go unchallenged

### **Prohibited Practice – Parents will NOT**

- Force children to participate in squash & racketball
- Ridicule or shout at children or other players for making a mistake or losing a game
- Question publicly the referee, coach or official's decisions within a game, match or training situation
- Enter the court of play
- Use foul, sexist or racist language or gestures at any time
- Condone behaviour that contravenes the codes of conduct/prohibited practice
- Give young people alcohol or cigarettes when they are under the care of the County or Club
- Punish or belittle a child for losing or making mistakes.

## Referee Code of Conduct

The Referee Code of Conduct applies to all referees in squash & racketball at every level within the game. If the code is breached and reported, all complaints and allegations will be acted upon.

### **Referees will:**

- Compliment and encourage all participants
- Be consistent, objective and courteous when making decisions
- Emphasise the spirit of the game rather than the errors
- Keep up to date with the latest officiating developments
- Remember that referees set an example. Referees behaviour and comments should be positive and supportive
- Place the safety and welfare of the participants above all else
- Treat everyone equally regardless of age, ability, gender, race, religion, ethnic origin, social status or sexual orientation and accept that everybody has the right to be protected from abuse
- Respect the rights, dignity and worth of every person within the context of squash & racketball
- Report any concerns in relation to a young person, follow reporting procedures laid down by England Squash & Racketball
- A referee should not condone any form of discrimination or allow it to go unchallenged

### **Prohibited Practice - Referees will NOT:**

- Ridicule or shout at a player/team for making a mistake or not winning
- Expose players to extreme heat or cold or unacceptable risk of injury
- Smoke while working/participating in a squash & racketball environment
- Consume alcohol or illegal substances while working/participating in a squash & racketball environment
- Use foul, sexist or racist language or gestures at any time
- Condone behaviour that contravenes the codes of conduct/prohibited practice
- Use illegal or dangerous tactics